



**Pastor of Worship Arts**

Reports to: Executive Pastor of Outreach

Status: Full-time

Position Objective: Oversees the Worship Ministry for DCC, giving leadership to the vision, planning, execution, and evaluation of worship services, including leading worship, recruitment, training and leading a varied ministry of the creative arts. Ensuring that community and personal worship continues to grow in scope and excellence, and is in harmony with the church's mission statement and values. This person must have a passion for worshipping God that invites others to participate.

**Summary of Duties:**

1. Strong leader who can mobilize staff and volunteers for a thriving ministry in alignment with DCC mission, vision and values.
2. Talented musician who can lead in multiple genres and can perform at a high level
3. Humble shepherd who cares for staff and volunteers, extending Christ's love and grace in a way that fosters a growing faith and devoted follower of Christ

**Responsibilities:**

- Strategic and Visionary Leadership
  - Develop a long-range vision and ministry plan in alignment with mission and vision
  - Develop and disciple other worship staff and leaders
  - Develop a school of the arts
  - Cast the vision for DCC and Worship in all ministry settings
  - Create an environment that encourages growth in the ability and desire to worship
  - Build healthy, functioning worship teams
  - Prepare annual worship ministry plan and budget
  - Establish standards for worship activities and evaluate
  - Lead the development and sustainability of worship at campuses, venues and online
  - Participate in strategy and oversight of future campuses and online
  - Be an equipper. Find, invite and train people for ministry to multiply ministry
- Worship Leading
  - Oversee the planning and execution of worship services in all venues at all campuses and online
  - Lead worship (most weekends 75%)
- Ministry Leadership
  - Develop artists in their craft and faith
  - Lead the creative process
  - Identify and enlist new artists and volunteers
  - Supervise worship staff

- Collaborate with Production Director to align ministry with mission, vision and executing services
  - Ensure the continual development of a healthy volunteer culture
  - Shepherd staff and volunteers
- Provide leadership and worship support for all-church events and other high-profile ministry events
- DCC Leadership
    - Serve as an active member of the Ministry Leadership Team
    - Participate in the general pastoral care of the congregation as called upon by the SLT (Strategic Leadership Team), and especially by way of integrating the ministry of Worship into such care
- Other Duties as assigned by Executive Pastor

**Qualifications and Skills:**

Has a love for Christ, His Word and the church, is a mature Christ follower who is growing in grace.

Bachelor's degree from four-year college, conservatory or university; or five years related experience and/or training; or equivalent combination of education and experience

- Has a proven track record of leading people in Christ-honoring, heart-engaging worship
- Managing people and projects
- Has demonstrated the ability to think strategically and is able to anticipate and initiate change
- Develop a shared vision and philosophy of utilizing the arts in worship that is congruent with the mission of DCC
- Demonstrates strong interpersonal skills; leading and developing personnel, conflict management, working with a broad range of people and personalities
- Is able to be both a team builder and a team player, demonstrating a passion for excellence
- Strong verbal and written communication skills
- Engages in ongoing growth opportunities, including reading, networking, and attending seminars/conferences
- Music training and theological training preferred
- Able to write and arrange worship songs
- Able to play/lead multiple genres of music
- Ableton/DAW proficiency