



## Director of Worship and Music

### **Summary**

Shepherd of the Hills Lutheran Church (ELCA) in Shoreview, MN is seeking a Director of Music & Worship to lead the congregation musically and digitally as we expand our worship offerings both in-person and online. In addition to planning and coordinating the overall music program in partnership with the Senior Pastor, this person will play for weekly services, maintain our instruments, oversee our multiple sound systems, supervise our volunteers and hired musicians, manage the music budget, and perform other duties as necessary to strengthen the music program at Shepherd of the Hills Lutheran Church. The Director of Music & Worship is an integral component in spreading Shepherd's Christ-centered mission: *"To Reach, Ignite and Empower People for Jesus. We do this through Spirit-filled worship, relevant preaching, honest expressions of compassion and love, strong reliance on prayer, and a positive hope and vision for the great things God can do in our lives and community."*

### **Reports to:**

Senior Pastor

### **Status:**

32 Hours/Week, Salaried, Exempt

### **Duties and Responsibilities:**

#### I. Worship

- Lead the congregation through piano and keyboard in traditional hymnody and contemporary worship songs.
- Prepare liturgically appropriate repertoire for prelude, postlude, and special music.
- Promote and shape a culture of worship that is inclusive of all who step through our doors.
- Coordinates the music and liturgy with the scripture, including choosing varied styles of music that focuses on grace, community and inclusiveness, appropriate for ELCA Lutheran worship.
- In coordination with the Shepherd staff, plan and lead worship services and special events.
- Contract and coordinate guest artists.

#### II. Musical Leadership

- Direct and foster growth within the following core (weekly) ensembles:
  - Adult Celebration Choir
  - Adult JuBELLation Choir



- Praise Band
- Direct and foster growth within the following special (3 times annually) ensembles:
  - Chamber Choir
  - Bluegrass Band
- Work with our Preschool Director to establish a preschool music program.
- Recruit, train, and oversee volunteer instrumentalists and singers.
- Oversee the organist. Provide musical support and guidance.
- Other duties assigned by the Senior Pastor.

### III. Worship Media

- Oversee the audio/visual technical ministry; recruit and train volunteers; make recommendations to the Senior Pastor and Director of Operations regarding upgrades, maintenance, and addition of worship equipment.
- Oversee and manage our online worship services, including livestreaming, uploading, and maintaining the quality of those worship experiences.
- Recruit, train and manage volunteer teams to support all aspects of digital worship and programming (lights, cameras, sound, media).
- Explore and research new and emerging media integration components, such as livestreaming, digital worship guides, church apps, etc. that will enhance our overall worship experience.
- Coordinate with the creative design team on overall look and feel of the design elements of the church.

### IV. Professional Accountability

- This position is accountable to the Senior Pastor and the congregation of Shepherd of the Hills Lutheran Church.
- Attend all relevant staff, committee, and planning meetings.
- Help to develop and work within an annual worship and media budget.
- Other duties as assigned.



### Core Competencies

- **Creativity and Innovation:** Generates new ideas; makes new connections among existing ideas to create fresh approaches; takes acceptable risks in pursuit of innovation; learns from mistakes; has good judgment about which creative ideas and suggestions will work.
- **Technical Expertise:** Acquires and demonstrates the technical skills required to proficiently execute the essential functions of the job; understands which skills are lacking and seeks to develop those skills; continually works toward the mastery of technical proficiency.
- **Decision Making and Problem Solving:** Uses sound logic to approach difficult problems and apply effective solutions; can distinguish between symptoms, causes and implied solutions; decides in a timely manner based upon a blend of research, experience, risk-taking and judgment.
- **Project Management:** Identifies the key objectives and scope of a proposed project; garners needed resources and project support, develops a realistic and thorough plan for achieving key objectives, keeps team members briefed on progress, implements action plans, communicates progress to sponsors, identifies and resolves barriers and problems
- **People/Volunteer Management:** Provides direction, gains commitment, facilitates change and achieves results through the efficient, creative and responsible deployment of volunteers; engages people in their areas of giftedness and passion.

### Qualifications:

#### Required

- Theologically grounded individual able to spread Shepherd's mission to Reach, Ignite, and Empower People for Christ.
- Proficient in piano and conducting.
- B.M. or higher, emphasis in sacred music, organ, or choral conducting preferred.
- Experience leading traditional and contemporary worship.

#### Preferred



- Experience working with audio/video equipment, social media, and other media tools
- Familiarity with software programs for worship production, video editing, and graphic design. (Microsoft PowerPoint, Shift Worship, Sundays and Seasons, Canva, Switcher Studio or equivalent).
- Demonstrated excellence in leading music and worship through singing alone with keyboard/guitar accompaniment

**Benefits:**

- Salary is based on experience and guidelines for professionals within this field.
- In addition to salary, a benefit package is available.

**Disclaimer:**

The above information on this description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job.

**Deadline:**

October 15, 2021 or until filled.

**Contact Information:**

Interested applicants please send cover letter and resume to: Miranda Oliver, operations@shepherdshoreview.org with attention to: Director of Music and Worship.