Job Title: Worship Director

Walloon Lake Campus

Position Type: Full Time

POSITION OVERVIEW

The Worship Director is responsible for leading, developing, and overseeing the worship ministry of Walloon Lake Community Church. This role provides spiritual leadership, creative direction, and operational oversight to all worship, technical, and media ministries, ensuring that corporate worship gatherings are Christ-centered, spiritually intentional, and marked by musical and technical excellence. The Worship Director works under the oversight of the Campus Pastor and in alignment with the mission, vision, and values of WLCC.

ROLES & EXPECTATIONS

Worship Planning & Musical Excellence

- Plan and oversee all elements of weekly worship services, ensuring spiritual depth, cultural relevance, and musical excellence.
- Create weekly worship setlists in alignment with sermon themes and seasons at church.
- Select and arrange music that reflects both present-day worship expressions and the spiritual maturity of the congregation.
- Provide clear leadership and direction for worship ministry, fostering healthy teamwork.
- Prepare music, charts, and resources for musicians and vocalists in a timely and professional manner.
- Facilitate weekly rehearsals, prioritizing preparedness, clarity, and team unity for Sunday services and events.

Team Leadership, Care & Discipleship

- Shepherd the worship and technical teams through intentional spiritual leadership, prayer, encouragement, and discipleship.
- Foster a culture where volunteers feel seen, valued, supported, and spiritually cared for.
- Recruit and develop volunteers according to their gifting, readiness, and capacity.
- Identify and raise up future leaders within the worship and technical ministries.
- Evaluate team members with clarity, encouragement, and a growth mindset.

Technical Ministry Oversight

- Provide overall leadership and spiritual oversight for the tech, media, and online ministry.
- Ensure excellence and reliability in audio, visual, lighting, and media systems.
- Recruit, train, and develop teams of volunteers serving in tech, media, and online roles in alignment with the mission and values of WLCC.
- Ensure livestream and online worship environments are welcoming, intentionally focused, and reflective of the heart and excellence of in-person gatherings.
- Collaborate with the volunteer teams, the Campus Pastor, and the Administrative Pastor on long-term technical improvements, equipment upgrades, and system sustainability.

- Support troubleshooting and problem-solving as needed, while empowering the key volunteers to assist and, at appropriate times, to oversee day-to-day technical execution.

Communication & Staff Integration

- Maintain effective communication with volunteer teams regarding schedules, expectations, and changes.
- Communicate effectively with the Campus Pastor regarding ministry plans and needs.
- Participate in campus leadership and staff meetings.
- Be visibly present and relationally engaged on Sunday mornings when off the stage.

Resource & Budget Management

- Oversee all worship and tech ministry equipment.
- Maintain a seasonally relevant library of worship resources for ministry teams.
- Develop and administer the worship budget in cooperation with the Campus Pastor, Administrative Pastor, and elder board in alignment with WLCC budget processes.

Special Services & Church Life

- Provide leadership and assistance with special services and events (e.g. funerals).
- Assist other staff and ministries as a collaborative team member.
- Participate in church-wide programs and events.
- Other duties as assigned by the Campus Pastor, Administrative Pastor, or Lead Pastor.

QUALIFICATIONS

The WLCC Worship Director must be someone who:

1. Is a sincere, committed follower of Jesus Christ with a close, daily walk with him.
2. Has the qualities to be a spiritual leader listed in Scripture and the WLCC constitution.
3. Is fully aligned with the mission, vision, and doctrinal statements of WLCC.
4. Shows humility, teachability, warmth, joy, emotional maturity, and a growth mindset.
5. Has strong relational and people leadership skills.
6. Is musically gifted, and knows Spirit-filled worship music and effective methods.
7. Is organized, trustworthy, adaptable, able to lead with grace under pressure, and communicate effectively.
8. Has a heart for both worship, excellence, and people.

THE IDEAL CANDIDATE PRIORITIZES:

- Spiritual depth over performance.
- People before programs.
- Excellence with humility.
- Collaboration over control.
- Faithfulness over flashiness.

This position is not one of status, but of humble and holy service to Jesus Christ and his Church. Ministry Directors are to be faithful stewards of the Gospel, examples to the church, accountable to pastoral leadership and accountable ultimately to Jesus Christ himself.