

## Position Description

### **Worship Director / Worship Pastor**

Southbrook Church – Franklin, WI

### **Overview**

Southbrook Church exists to help people connect and grow with God. Our core values are to grow spiritually, serve graciously, and live generously.

The Worship Director or Worship Pastor provides leadership to the worship ministry of the church, cultivating environments that foster authentic congregational worship and equipping teams to serve with excellence. This role combines spiritual leadership with creative and technical oversight, ensuring that Sunday services and special events align with the mission and values of Southbrook.

This is a full-time position that reports directly to the Executive Pastor.

## Key Responsibilities

### **1. Pastoral & Spiritual Leadership**

- Model a growing Christian faith through personal discipleship, prayer, and stewardship.
- Provide spiritual encouragement and pastoral care to worship ministry volunteers.
- Participate in preaching, teaching, or officiating as requested by the Lead or Executive Pastor.
- Lead by example in living out Southbrook's mission and values.

### **2. Worship Leadership**

- Lead and plan weekly Sunday worship services in collaboration with the Lead Pastor.
- Plan and implement special services including Christmas, Easter, Good Friday, Ash Wednesday, and Thanksgiving.
- Model authentic worship and foster a culture of Spirit-led participation.
- Build on the strong foundation and high participation of current worship ministry volunteers.

### **3. Staff & Volunteer Development**

- Recruit, train, and mentor musicians and vocalists.
- Coordinate with Production/ Tech Director on recruitment of Tech Volunteers.
- Provide ongoing coaching, resources, and pastoral care for worship team members.
- Foster a culture of teamwork, accountability, and excellence among staff and volunteers.
- Conduct training events and workshops to strengthen team skills and unity.

### **4. Technology & Production Oversight**

- Oversee production elements including sound, video, lighting, and stage design.
- Ensure quality technical support for worship services and events.
- Stay informed on best practices and trends in worship technology.

### **5. Administrative Leadership**

- Prepare and manage the annual worship ministry budget.
- Operate within established financial guidelines and steward resources responsibly.
- Develop systems for scheduling, communication, and planning (e.g., Planning Center Online).
- Create a plan for continuing education and professional development.
- Coordinate with facilities, communications and technical teams for worship related needs.

### **6. Strategic Leadership & Collaboration**

- Participate in weekly staff meetings, elder reports, and occasional offsite retreats.
- Collaborate with other ministry leaders to integrate worship into the broader life of the church.
- Build relationships with local worship leaders and encourage cross-church collaboration.

### **7. Other Duties**

- Develop and pursue a plan for ongoing professional development.
- Perform other worship and pastoral responsibilities as assigned by the Executive Pastor

## **Qualifications**

- A growing follower of Jesus Christ with proven character and integrity.
- Agreement with Southbrook's doctrinal commitments, mission, and values.
- Bachelor's degree in music, ministry, or related field preferred.
- Minimum 3 years of worship leadership experience in a church setting.
- Proficiency in at least one primary instrument (guitar, keyboard, etc.) and strong vocal ability.

- Familiarity with worship technologies (Planning Center, ProPresenter, Ableton, audio mixing systems).
- Strong interpersonal, communication, and conflict-resolution skills.
- Proficiency in Microsoft Office and general IT systems.
- Ordination or ministry licensing preferred (Worship Pastor).

## **Measures of Success**

- Worship services foster meaningful congregational participation and spiritual growth.
- Worship ministry volunteers are recruited, trained, and retained in healthy numbers.
- Technical and production elements reliably support worship with excellence.
- Budget and resources are stewarded responsibly.
- Worship ministry integrates smoothly with the overall mission of Southbrook.
- Positive feedback from Executive Pastor, Lead Pastor, staff, volunteers and elders on leadership and collaboration.