



## Worship and Media Director

Open

**Position Type:** Exempt  
**Category:** Regular, Full-time position  
**Classification:** D  
**Reports to:** Lead Pastor, The Village Church

**The Village Church Vision:** Helping people who feel far from God or disconnected from the church connect to Jesus and a community of Jesus followers.

**The Village Church Mission:** Leading a movement of ordinary people who are becoming disciples of Jesus who make disciples who make disciples who change the world.

We refer to disciple-making, world-changing followers of Jesus as “CG3 Disciples,” people who do these four things: Connect, Grow, Give, and Go.

- **Connect:** CG3 Disciples CONNECT to Jesus through worship, reading the Bible, and prayer.
- **Grow:** CG3 Disciples GROW in community in our understanding, trust, and obedience to Jesus.
- **Give:** CG3 Disciples GIVE generously of our resources to the Kingdom of Jesus.
- **Go:** CG3 Disciples GO serve the mission of Jesus by reaching and serving our neighbors with his love.

### Ministry Summary:

The Worship and Media Director partners with the Lead Pastor to create, plan, coordinate, and lead worship experiences that compellingly communicate the message of Jesus and the vision of the church in ways that help people connect with Jesus. The ideal candidate will be an experienced worship leader and video creator who loves Jesus and has experience building a team to create meaningful worship experiences and share meaningful stories. They will work with the Technical Director and volunteer teams to create the weekend worship experience, both in person and live-streaming. They will also work with the Communications Director to direct, edit, and produce videos that effectively tell the story of what God is doing in and through The Village Church. They will lead and cultivate a media and production team, overseeing the production and editing of video for the church at large as well as a high-quality online worship service.

### Competencies

- Clearly demonstrates faith in, and has a growing relationship with Jesus Christ
- Understands and embodies the mission, vision, and staff and team values of The Village Church
- Excellent ability equipping and empowering staff and volunteer teams to bring a creative vision to life. A leader who develops leaders and a disciple who develops disciples.
- Exceptional organizational skills with the ability to excel at details, to multi-task, and to thrive in a week-by-week deadline-driven environment
- Understands theology, tradition, and design of worship spaces, worship elements, liturgy, music, etc. to create an engaging environment for worship
- Willing to work collaboratively and cooperatively on an all-hands-on-deck team who works together to accomplish the mission
- The instrumental and vocal musical ability to lead within a variety of contexts and with a range of volunteer team member skillsets
- Ability to direct, produce, and edit video and willingness to teach and mentor volunteers in those areas
- Experience working in a MAC-based environment and knowledge of programs such as ProPresenter, Planning Center, Adobe Creative Cloud, etc.
- Experience running AV equipment (sound, lighting, etc.) as it pertains to worship production

## **Essential Functions**

*To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.*

*The requirements listed below are representative of the knowledge, skills, and/or abilities required.*

*Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

## **Ministry Responsibilities**

The Worship and Media Director has responsibility in the following areas:

- Weekend Worship Production and Leadership
  - Coordinate and lead the weekend worship experience, working with the Lead Pastor to lead creative planning meetings to develop and execute the preaching schedule, themes, directions, and creative elements to reinforce and support the message, key church initiatives, programs, and ministries
  - Recruit, develop, and lead a team of musicians, worship team members, and any necessary contracted musicians who will lead joyfully to create an environment of worship where people can encounter Jesus on Sunday mornings and other special events where worship is needed
  - Select songs for the worship experience that are engaging, fresh, impactful, and cover the wide range of human emotion and experience
  - Work alongside the Technical Director and tech volunteers to ensure all production details are managed for each service and to create an environment in the worship space consistent with the vision and goals for each service
  - Coordinate with pastoral staff and ministry directors to schedule baptisms and other special events happening within the worship experience
  - Develop, equip, and empower other worship leaders from within the church and give ample opportunities and coaching for people to grow in worship leadership
- Other Worship and Musical Leadership
  - Coordinate worship for special events and nights of worship as needed (4-6 times per year)
  - Serve in an advisory role for music in Village Kids and Village Youth, leading occasionally for special events and nights of worship as needed
- Media Team Leadership
  - Collaborate with the worship planning team and staff in developing message series, digital marketing strategies, and video messaging/storytelling/testimonies that can be shared outside of the church
  - Direct, edit, and produce video that will be used in worship services, church communications, and digital media platforms
  - Recruit, develop, and lead a media and production team who are responsible for capturing and editing photography and video
  - Work with other staff to reach and engage disconnected people through the use of media and video

## **KEY RESULTS**

### **Weekend Worship Production and Coordination**

- Worship experiences are vibrant, relevant, and impactful, and people are connecting deeply with Jesus. There is an increasing number of people who are choosing to be baptized and take next steps of faith because of what they are encountering and experiencing in worship.
- Increasing numbers of people are serving in all areas of worship and the staff and volunteers feel a sense of harmony, joy, and unity for the accomplishment of the mission

### **Media Team Leadership**

- The church and its message are growing in reach, influence, and impact in the community
- Stories of impact are being shared organically by people in our church with people outside of our church
- Online engagement in the community is increasing and new people are coming to know and love Jesus because of what they've experienced through The Village in our online worship services and through our digital media platforms

**Education and Experience Requirements**

- At least three (3) – five (5) years of related worship leadership, planning, and design experience preferred
- Experience playing a lead instrument and singing in a lead position required
- Experience with video editing and production required
- Supervisory and team leadership experience preferred
- Bachelor's degree in music, communications, marketing, graphic design, or related areas preferred

**Supervisory Responsibility**

This position supervises, leads, and directs both staff and volunteers by assigning projects, training, coaching, providing development opportunities, and conducting performance reviews. This position also coaches and trains team volunteers.

**Work Environment**

This job operates in a professional office environment. This role uses standard office equipment.

**Physical Demands**

While this position is sedentary at times, it is also required to assist in the setup and teardown of Sunday worship spaces and other church events as requested, lifting items up to 25 pounds. Position is required to talk, hear, stand, walk, bend, stoop, lift and sit.

**Expected Hours of Work**

Regular days and hours of work are Sunday - Thursday, 40 hours per week. Position requires additional hours and other work days for projects and events. Evening and weekend work required.

**Travel**

Travel is primarily local. There may be some out-of-the area and overnight travel for staff development or conferences.

*The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required of personnel so classified.*

# THE VILLAGE

A CHURCH FOR THE COMMUNITY

## The Top 10: Staff and Leader Values

The following statements define who we are as a team and as leaders at The Village. We are unapologetic that this is what we're about and that this is what it takes to be a member of our team.

### 1. We passionately pursue Jesus. (Follow Jesus First)

It all starts and ends with our commitment to follow Jesus. As individuals, we are intentionally pursuing growth in our trust in Jesus and our willingness to follow him and to invite people to join us in following him. As a church, we keep Jesus at the center and we try our best to figure out what it means to follow him together.

### 2. We relentlessly reach new people. (It's Not for Us)

We are here as a church and as individuals to connect disconnected people to Jesus and to a community of Jesus followers. Our collective heart beats for disconnected, broken, lonely, hurting people. We prioritize reaching the people who aren't here yet.

### 3. We expect God to show up. (Expect the Unexpected)

We believe in a God who still works, acts, moves, and speaks. We are wide open and expectant for God to do that again and again and again. If we're able to do in on our own, we're probably not dreaming a God-sized dream.

### 4. We are sold out for the mission over our own ministry. (Mission Over Ministry)

We believe in and are all in on the mission of the church and the ministry of the whole over and above any of our own preferences or ministries. A win for the church is a win for everybody.

### 5. We bring our very best to the table. (Bring Your Best)

We believe that God deserves the best of our effort, our creativity, and our imagination, so we are determined in bringing the very best of ourselves to the table. We also expect the best from each other, trusting in each other to bring our best.

### 6. We work together to get "the stuff" done. (Sweep the Floor)

We are a team and we operate in teams. We do what needs to be done together, we hustle, we help each other, we understand that no task is below our pay grade, we roll up our sleeves together, we grab a broom and sweep the floor if that's what's needed, and we don't stop until "the stuff" is done for everyone.

### 7. We constantly make it better. (Make It Better)

We are teachable. We are continual learners and growers and innovators and improvers. We look first in the mirror to find ways to make our ministries more effective, we ask for feedback, we graciously offer feedback to each other, and we gracefully receive it when it's given, always looking for ways to learn and grow.

### 8. We are flexible and we adapt quickly. (Expect the Flex)

We know that it's the flexible who can never get bent out of shape. We accept that the nature of this work is that it's always in flux. We are willing and able to adapt and improvise and be flexible in the moment. We invite the Holy Spirit to do things in our lives and our ministries that we couldn't predict or plan.

### 9. We risk big and we fail forward. (Fail Forward)

We recognize that there is no such thing as "missional complacency" in God's church. (We've looked for it all over the New Testament, and we can't find it anywhere.) If we're not failing, we're not trying hard enough. We would rather risk and fail and learn from our mistakes than stay safe and become content and slowly decline and die.

### 10. We don't do anything ourselves that we can empower someone to do with us. (Replace Yourself)

We are disciples who make disciples who make disciples. This means we freely give away leadership and ownership any other ship we can think to give away. We recognize that in the end, we are all interim staff members and it's our responsibility to raise people up to come behind us.

**P.S. We love and laugh hard.** In all of this, we enjoy life, care for one another, have fun together, and don't take ourselves too seriously.