

Job Description: Director of Worship and Music
Bentheim Reformed Church, Hamilton, MI

March 2021

This is a Part-Time position: Ave. 20 hours/week

Bentheim Reformed Church (BRC) is seeking a part-time Director of Worship & Music. This staff member will lead the BRC Worship Ministry into its next season of ministry. The ideal candidate will possess (1) a heart that loves God, loves His people, and is willing to meet the church where they are; (2) biblical, theological, and musical skills to lead BRC into Gospel-driven, Christ-centered, Bible-saturated worship; and (3) leadership skills to plan, coordinate, communicate, recruit, and resolve conflict among a team of staff and volunteer musicians.

We believe that worship is the heart's response to truth about God, particularly who He is and what He has done. All worship leaders at BRC seek to equip the mind with truth about God, and enable the heart to respond to God in worship. Bentheim Reformed Church is a church deeply committed to the gospel of Jesus Christ, the Word of God, and the mission to make disciples. BRC is a growing church, largely comprised of young families, and has an average Sunday attendance of 250-300. Bentheim is a rural part of the larger community of Hamilton, located SW of Grand Rapids, and about 15 minutes SE of Holland. For more information about BRC and our Worship Ministry, see the following links:

- Website: <http://www.bentheim.org>
- Video: [What is the Role of a Worship Leader?](#)
- Sermons: [What is Worship?](#); <http://www.sermoncloud.com/bentheimreformed-church/what-is-worship-in-the-throne-room/>

In partnership with the Lead Pastor, the Director of Worship & Music plans, coordinates, and directs worship services; identifies and equips other worship leaders; and cultivates a healthy worship team culture marked by humble excellence, relational connection, and personal discipleship.

Accountability: The Director of Worship & Music reports directly to the Lead Pastor, who reports to the Church's governing board (known as the "Consistory"). All staff are evaluated annually by the Executive Committee of Consistory. The Worship Arts Ministry is overseen by a Worship Committee of 5 lay members.

Pay: Salary is based upon 20 hours per week, \$15-20 per hour, with pay commensurate upon education and experience. Benefits include paid vacation and sick time, a professional development allowance, mileage and business expense reimbursements.

Application: Applicants please send information directly to Lead Pastor, Rev. Paul Burmeister, at paul@bentheim.org or mail to his attention at the church address:

Bentheim Reformed Church, 3997 – 38th St., Hamilton, MI 49419

Please include in your submission: (1) your personal/professional resume; (2) an audio/video sample (if possible); and (3) your response to this question (*in one paragraph*): "What is your vision for worship in the local church?"

Director of Worship and Music – Page 2

Qualifications:

1. Have a growing relationship with Jesus Christ and agree with the BRC Statement of Faith (Statement can be found on the church website)
2. Actively support the mission and vision of BRC, “To reach the lost, exalt Christ, serve the community, and teach God’s Word”
3. Passionate about experiencing personal and corporate worship based upon the definition of worship provided above (p. 1, second para.)
4. Proficient in at least one leading musical instrument (guitar/piano), and able to lead congregational singing
5. Passionate about building and functioning within a team
6. Possess strong organization and communication skills
7. Possess a love for an intergenerational church and the best of the Church’s music, including old and new, traditional and contemporary
8. Able and committed to maintaining confidentiality
9. Has a teachable spirit and is willing to train and equip others for their own development as volunteer worship leaders
10. Possess strong computing skills, e.g. word-processing, email, basic office software
11. Understand or can be trained to use industry standard software such as Planning Center, Pro-Presenter, PowerPoint, or similar programs
12. Understand and be able to interact with other leaders regarding A/V equipment such as soundboards, monitors, and video projection technology
13. Education: Possess training and competence in music and theological understanding. College-level training in Bible, theology, or music is desirable, but not required.

Responsibilities:

A. Worship Service Planning and Directing

1. In partnership with the Lead Pastor, plan Sunday AM and occasional special worship services, and together design the weekly order of worship
2. In partnership with the Lead Pastor, provide on-stage leadership for worship services
3. Oversee schedule of music teams and leaders for weekly worship, communicating effectively through email and/or other forms of communication on a weekly basis
4. Supply music, schedule rehearsals, and lead rehearsals for all weekly music teams, involving both praise band and organ/piano team members
5. Participate in the Sunday PM service if required/requested (not customary)
6. Ensure effective communication with all who will take part in worship services

B. Worship Arts Ministry Team Development

1. In partnership with the Lead Pastor, provide encouragement, vision, and direction to worship ministry volunteers
2. In partnership with the Lead Pastor, cultivate a worship ministry marked by technical proficiency, musical excellence, artistic sensitivity, and spiritual vitality

Director of Worship and Music – Page 3

Responsibilities (continued):

3. In consultation with the Lead Pastor, lead the Worship Committee (monthly meetings)
4. Lead times of biblical reflection and prayer during worship rehearsals
5. Identify, recruit, and develop other worship ministry volunteers
6. In consultation with the Lead Pastor and Worship Committee, provide periodic training for musicians and technical volunteers
7. In partnership with the Lead Pastor and Worship Committee, establish yearly goals for the Worship Arts Ministry

C. Professional Expectations

1. Participate in the life of Bentheim Reformed Church (actual membership is desirable but will not be required)
2. Participate as a team member on the BRC Staff, attending staff meetings, participating in special staff events, and upholding our *Staff Covenant* for healthy team functioning

D. Personal Growth

1. Establish yearly personal goals
2. Opportunities for growth through conferences and training sessions are available
3. Opportunity for growth via coaching from a seasoned local Worship Director is available