

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

*Revised April 6, 2022*

We define worship as the heart's response to truth about God, particularly who He is and what He has done. All worship leaders at Bentheim Reformed Church ("BRC") seek to equip the mind with truth about God, and enable the heart to respond to God in worship. In partnership with the Lead Pastor, the Director of Music & Worship plans, coordinates, and directs the music portion of our worship services; identifies and equips other worship leaders; and cultivates a healthy worship team culture.

**Accountability:**

The Director of Music & Worship reports directly to the Lead Pastor, who himself reports to the BRC Board. All staff are evaluated and reviewed by the Church's Executive Committee. The Worship Ministry is overseen by a Worship Committee.

**Qualifications:**

1. A personal, growing relationship with Jesus Christ
2. General agreement with the BRC Statement of Faith
3. Able to actively support the mission and vision of BRC
4. Passionate about building and functioning within a team
5. Possess strong organizational and communication skills
6. Possess basic computing skills: word-processing, email, office software
7. Able to maintain confidentiality
8. Passionate about experiencing personal and corporate worship based upon the definition of worship provided above
9. Possess a love for an intergenerational church and the best of the Church's music, including old and new, traditional and contemporary
10. Has a teachable spirit, and is willing to train and equip others for their own development as worship ministry volunteers
11. Proficient in at least one leading musical instrument (e.g. guitar/piano), and able to lead congregational singing
12. Education: Possess training and competence in music. College-level training is desirable, but not required.

**Responsibilities:**

**A. Worship Service Planning and Directing**

1. In partnership with the Lead Pastor, plan music for Sunday morning and occasional special worship services
2. Oversee the schedule of music teams and leaders for weekly worship, communicating effectively through email or other forms of communication
3. Supply music, schedule rehearsals, and lead rehearsals for all weekly music teams
4. In partnership with the Lead Pastor, provide on-stage leadership for worship services

## **B. Worship Ministry Team Development**

1. Provide encouragement, vision, and direction to worship ministry volunteers
2. Strive to cultivate a worship ministry marked by technical proficiency, musical excellence, artistic sensitivity, and spiritual vitality
3. In partnership with the lead Pastor, help lead the Worship Committee
4. Lead times of prayer during worship rehearsals
5. Identify, recruit, and develop other worship volunteers
6. Establish yearly goals for the worship ministry

## **C. Professional Expectations**

1. Participate in the life of Bentheim Reformed Church
2. Participate as a team member in the BRC Staff, attending staff meetings and participating in staff events as time allows

## **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

## **E. Compensation**

This is a part-time position. Salary will be based upon an average of 15-20 hours per week, at a minimum rate of \$20 per hour. Pay will be commensurate with education and experience.

### **Position Posting / Application Data**

Bentheim Reformed Church (BRC) is seeking a part-time Director of Music and Worship to lead our Worship Ministry into its next season of ministry. Qualified candidates should possess (1) a heart that loves God, loves His people, and is willing to meet the church where they are; (2) the biblical understanding and musical skills to lead the church in Gospel-driven, Christ-centered worship; and (3) leadership skills to plan, coordinate, communicate, recruit, and resolve conflict.

Bentheim Reformed Church is 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 southwest of Grand Rapids, MI, and about 15 minutes southeast of Holland.

For more information about Bentheim Reformed Church and our Worship Ministry, visit the church's website at [www.bentheim.org](http://www.bentheim.org)

Applicants please send information to [kris@bentheim.org](mailto:kris@bentheim.org). Please include: (1) your resume, (2) an audio/video sample (if possible), and (3) your response to the question: "*What is your vision for worship in the local church?*" (please answer in one paragraph)