



NEXT GEN WORSHIP DIRECTOR ROLE DESCRIPTION

The Next Gen Worship Director develops and executes high-impact, compelling worship that leads our Next Generation to encounter God and live with greater love for and submission to Him; oversees and leads the Next Gen Worship Leaders for spiritual growth and kingdom advancement; and leads our Next Gen attenders and visitors to grow in their worship by designing and ensuring bar-setting engaging, catalytic worship.

RESPONSIBILITIES

Model a Growing and Vibrant Relationship with Christ

- Pursue full devotion to Christ and live the life we are inviting others to live
- Manifest the fruit of the spirit in work habits and relationships
- Pursue spiritual growth through community and a daily (or almost daily) 4-R practice
- Embody other-centered, servant/minister-leadership in all interactions
- Reflect Christ's heart for reaching spiritually lost people

Demonstrate Commitment to Cherry Hills Community Church

- Pursue church membership
- Be an active, engaged participant at weekend services and in a Section Community
- Serve at church-wide, all-hands-on-deck events
(Examples: Christmas & Easter service, etc.)
- Accept and uphold CHCC's Essentials of Our Faith

Lead Catalytic Worship in Next Gen Ministries

- Develops and leads worship in a manner that expresses and teaches the essential tenets and other Christian beliefs of the church as well as the sermon topic of the day
- Ensure service times of worship are pleasing to God and anointed by Him as a result of the genuineness, holiness, love, absence of personal motives and devotion to the work of prayer
- Lead and teach attenders to express their love up to God in worship
- Provide spiritual leadership through life, worship and verbals
- Lead teams to produce a consistent brand of music and worship with consistency of vibe, song selection, quality, sound, mix, etc.

Oversee the Worship Rehearsals for Midpoint and Highpoint (Weekly)

- Partner with staff to select songs

- Ensure musicians and vocalists are scheduled and music is appropriately distributed. Upload service orders and music charts in Planning Center Online (Midpoint & Highpoint)
- Envision and spiritually lead the team, communicate expectations and run music
- Manage rehearsals effectively while keeping the focus of worship about praising God
- Provide instruction, direction, encouragement and feedback to team members
- Work with Next Gen Technical Team Members to prepare for service (Midpoint & Highpoint)

Recruit, Develop and Equip a Dynamic, High-Energy Worship Team and Band (Midpoint & Highpoint)

- Build a culture defined by love and unity
- Identify and recruit new band members
- Schedule worship and band members, ensuring a full band
- Create a culture of unity as you envision, pray with and train band members
- Cast vision regularly for your team by sharing stories and celebrating wins
- Provide direction, care, support and coaching for band members
- Evaluate and transition volunteers as necessary

Manage Worship at Midpoint and Highpoint Camps and Retreats

- Develop worship sets that raise the spiritual temperature
- Recruit and confirm band members (volunteer)
- Lead and teach students to express their love up to God in worship
- Lead the worship volunteer team in times of intercessory prayer for the students and leaders

Develop Worship Leaders and Band Members Among the Next Generation

- Audition student musicians and core band members
- Envision and spiritually lead students
- Develop students for spiritual and musical growth

Provide Support In Identifying and Training Volunteer Worship Vocalists

- Partner with the Worship Pastor to recruit worship vocalists
- Partner with Band Director to evaluate and shepherd new volunteer musicians
- Partner with Instrumental Director to schedule volunteer worship leaders

Drive for Ministry Excellence and Improvement

- Evaluate services on a regular basis for celebration and improvement (flow, transitions, mix, lighting, participation, etc.)
- Identify and implement steps to take worship to the next level

Audition Musicians (Student & Adults), Core Band Members, Mentor Musicians and Vocalists

Ensure Accurate, Timely Response to Communication Requests (Phone or Email)

- Manage email, voicemail and communication requests in a timely, thorough manner
- Build trust by maintaining confidence of information
- Respond to all communication with professionalism, discretion and a service orientation

Perform Other Duties and Tasks as Assigned

Model Servant/Minister Leadership and Exhibit a Helpful, Joyful Attitude

Demonstrate a Commitment to Growth

- Receive and apply training and development from supervisors
- Attend department and All-Staff meetings

RESULTS

Attendees Led in High Quality, Catalytic Worship Services that Elevate God

Growth as a Worshipping Congregation that Expresses Love Up to God in Worship

Delivery of Consistent Brand of Worship/Music

Well-Prepared, Inspiring Worship Rehearsals That Are Executed with Excellence

Motivated, Resourced, High-Impact Volunteer Worship Team for Next Gen
(Evidenced by Volunteer Recruitment, Retention, and Ownership)

Full, Compelling Band Scheduled Every Week (Midpoint & Highpoint)

High Quality, Catalytic Worship During Retreats, Camps and Mission Trips

Development of Worship Leaders (and Band Members) Among the Next Generation
(Evidenced in Spiritual Growth and Musical Development)

Recruitment and Development of Worship Vocalists for Churchwide Venues

Effective Partnership with Band and Production Team Members
(Demonstrated by Excellence in Execution of Worship Sets)

Professional, Timely Communication

Strong Unity and Collaboration with Worship Ministries Team

Trust Built and Positive Wake Left With Staff, Volunteers and Families

RELATIONSHIPS

Worship & Creative Arts Pastor: The Next Gen Worship Director reports directly to the Worship & Creative Arts Pastor and he/she will be expected to be coachable, available, responsive, and submissive while striving for a healthy Christ-like relationship characterized by love, truth and unity. The Worship & Creative Arts Pastor is responsible for developing and executing high-impact, compelling weekend services (as well as other large-scale CHCC worship events) that lead people to express love to God.

Midpoint & Highpoint Directors: The Next Gen Worship Director partners with the Midpoint & Highpoint Directors and he/she will be expected to be coachable, available, responsive, and submissive while striving for a healthy Christ-like relationship characterized by love, truth and unity.

Band Director & Instrumental Director: The Next Gen Worship Director should work collaboratively and effectively with the Band Director and Instrumental Director to accomplish responsibilities and results as it relates to Weekend Services.

Next Gen Staff: The Next Gen Worship Director collaborates with other members of the Next Gen staff, serves as a resource and encouragement to them, and partners with them effectively to achieve maximum kingdom impact

Creative Arts Staff: The Next Gen Worship Director should embody and exhibit servant/minister leadership in all interactions with Creative Arts Staff, seeking to resource, lead, direct, develop, and encourage them to make the greatest kingdom impact possible as it relates to Weekend Services, and other worship experiences.

Volunteer Teams: The Next Gen Worship Director should embody and exhibit servant/minister leadership in all interactions with volunteers; envisioning, equipping, coaching, empowering and providing care for them to make the greatest kingdom impact possible.

Students and Parents: The Next Gen Worship Director should embody and exhibit servant/minister leadership in all interactions with students and parents; seeking to serve, support and reflect the love of Christ to and for them.

Students & Attenders: The Next Gen Worship Director should embody and exhibit servant/minister leadership in all interactions with students and attenders.

Next Gen Director: The Next Gen Worship Director partners with the Next Gen Director, who is ultimately responsible for all that takes place within Next Gen, including Highpoint, Midpoint, Kidspoint and Uphold. As such, Next Gen Worship Director is expected to learn from and be responsive to the Next Gen Director in all areas of ministry vision, direction and coaching.

Worship & Creative Arts Pastor: This position is placed under the scope of the Worship & Creative Arts Pastor as the Executive Team leader of this department. This position is expected to work in collaboration with Worship & Creative Arts Pastor for all worship gatherings. As such, the Next Gen Worship Director is expected to learn from and be responsive to the Worship & Creative Arts Pastor in all areas of ministry vision, direction and coaching.

Organizational Development Director: The Organizational Development Director is responsible for ensuring all human resources across CHCC are in alignment with the character, values and competence expected of staff. The Next Gen Worship Director should comply in a godly and humble manner with all efforts from the Organizational Development Director to evaluate, train, equip and develop him/her as a staff member.

SPIRITUAL GIFTS

God equips every Christ-follower with spiritual gifts to serve and strengthen the body of Christ and to partner with Him in the advancement of His kingdom.

Spiritual gifts that align well with this role include, but are not limited to, the following:
Leadership

Shepherding
Teaching
Wisdom

QUALIFICATIONS & CORE COMPETENCIES

HUMBLE

Has an infectious passion for Jesus' name, fame and glory, has a growth verses fixed mentality and is other-centered.

HOLY

Lives as one set apart for God's purposes and plan.

HUNGRY

Pursues God with passion and devotion through the Word, worship and prayer, recognizing Him as a person to know rather than a subject to study.

HUSTLE

Serves sacrificially and with urgency for Jesus and the advance of His kingdom; is a vision-owner who takes it personally.

HONOR

Seeks to outdo others in showing honor: up, down and sideways.

HIGH EQ

Leverages influence, leaving a positive wake wherever he/she goes.

COMPETENCE

Builds Effective Teams: An effective team-builder blends people into teams when needed; creates strong morale and spirit in his/her team; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; defines success in terms of the whole team; creates a feeling of belonging in the team.

Manages Vision and Purpose: A person who manages vision and purpose communicates a compelling and inspired vision or sense of core purpose; talks beyond today; talks about possibilities; is optimistic; creates mileposts and symbols to rally support behind the vision; makes the vision shareable by everyone; can inspire and motivate his/her team.

Develops Direct Reports and Others: An individual who develops direct reports and others provides challenging and stretching tasks and assignments; holds frequency development discussions; is aware of each person's career goals; constructs compelling development plans and executes them; pushes people to accept developmental moves will take on those who need help and further development; cooperates with developmental system in the organization; and is a people builder.

Motivating Others: A person who is skilled at motivating others creates a climate in which people want to do their best; can motivate many kinds of direct reports and team or project members; can

assess each person's hot button and use it to get the best out of him/her; pushes tasks and decisions down; empowers others; invites input from each person and shares ownership and visibility; makes each individual feel his/her work is important; is someone people like working for and with.

Creativity: An individual who possesses creativity comes up with a lot of new and unique ideas; easily makes connections among previously unrelated notions; tends to be seen as original and value-added in brainstorming settings.

CALLING

A calling to serve in this position as discerned by both CHCC and the individual.

POSITION TYPE: Part-Time; Exempt

HOURS PER WEEK: 20 Hours

SUPERVISOR: Worship & Creative Arts Pastor