



LIVING STONES

Helping everyone find everything in Jesus

Worship Director Job Description – Living Stones Church, Fernley

Compensation: Approximately **\$20–21/hour**, part-time (**10 hours per week**)

Hours: 10 hours per week

Reports To: Lead Pastor

Position Purpose

This ministry exists to encourage and guide the congregation in musical worship—to lift our voices in praise and adoration to the living and true God.

“Come, let us sing for joy to the LORD; let us shout aloud to the Rock of our salvation! Sing to him, sing praise to him; tell of all his wonderful acts.”

Psalm 95:1; Psalm 105:2

“I will declare your name to my brothers and sisters; in the assembly I will sing your praises.”

Hebrews 2:12

The Worship Director leads the church in God-centered, theologically rich, and congregationally engaging musical worship that reflects the gospel and supports the vision and mission of Living Stones Church.

Role Summary

The Worship Director is responsible for creating excellent, engaging, and consistent musical worship. This role includes volunteer care, production and musical development, and liturgy development, ensuring that each worship gathering is spiritually faithful, musically excellent, and missionally focused.

Key Responsibilities

Sunday & Weekly Responsibilities

- Arrive by **7:00 AM on Sundays**.
- Oversee music production on Sundays.
- Schedule and lead weekly worship team practices.
- Notify musicians of the weekly song list.
- Participate in liturgical development for Sundays
- Participate in liturgy walkthroughs and spend time in prayer over song selection (Sunday should not be the first time reviewing the liturgy).
- Set up and maintain weekly communication with the worship team.
- Learn and Set up Sunday song selection on loop community.

Volunteer Care & Scheduling

- Call and schedule volunteers and/or other LS bands.
- Spend **1–2 hours weekly** calling volunteers to build relationships and encourage them.
- Spend regular time in prayer for team and congregation
- Call and check in on volunteers regularly.
- Create and manage worship team schedules.
- If cancellations occur, the Worship Director is responsible to staff the vacancy, recruit a replacement, or personally fill the role as a short-term solution.

Leadership & Team Development

- Attend Leader Meetings once **a month** (approximately 1 hour).
Purpose: clear communication, gratitude to God for His work, addressing obstacles, accountability, and establishing thematic goals for each ministry.
- Schedule **one volunteer appreciation event per year** for the worship team.
- **Quarterly:** Schedule and lead an all-band meeting for songs, questions, team building, and vision.

Behavioral & Required Skills

- Adheres to the biblical qualifications outlined in **1 Peter 2** and **1 Timothy 3:8–13**.
- Strong people and relational skills.
- Excellent organization and scheduling skills.
- Clear and consistent communication.

- Self-led and highly motivated.
- Team building skill
- Musical skills
- Conflict resolution skills: When conflict arises with volunteers or ministry leaders, reconciliation must be pursued in accordance with **Ephesians 4:29** and **Matthew 18:15–16**.

Expectations for All Leaders at Living Stones

Leaders must be aligned with and actively participating in:

- Living Stones Values and Mission Statement
- Living Stones Teaching Convictions
- Active engagement as a member of Living Stones Church

(If applying from another church, the Lead Pastor's contact information will be required.)

Family Membership Requirements

To be a leader at Living Stones, individuals must be actively engaged as members, including:

- Regularly attending worship gatherings (**Hebrews 10:24–25**)
- Regularly giving/tithing (**Mark 12:41–44; 2 Corinthians 9:6–15**)
- Regularly attending a community group (**Acts 2:44–47**)
- Serving in ministry (**1 Peter 4:10–11**)

[See Family Membership Packet for full details \(Link\).](#)

Musical Worship: Goal & Vision

At Living Stones, we sing and make music to God because He is worthy of our praise, adoration, and dependent trust. Musical worship stirs the emotions and helps biblical truth take root in our hearts. God's people are a singing people, and Scripture is filled with commands and examples of worship through song, instruments, and physical expressions such as clapping, lifting hands, and rejoicing.

Worship songs function as prayers and theological reminders. Key biblical themes include:

- Celebration
- Adoration

- Confession
- Lament
- Crying out for help
- Thanksgiving
- Anthem

Because God is present with His gathered people, we sing with confidence that He hears. Our prayer is not to invite His presence, but to ask that His presence would be tangible as we sing of who He is and who we are in Christ.

Worship Song Standards

LS Worship Songs Are:

God-Centered

Songs are to and about God, not focused on self.

Theologically Rich

Songs must faithfully convey who Jesus is, the attributes of God, and the reality of our sin in light of His holiness. Every song is carefully examined for biblical and doctrinal accuracy.

“Keep a close watch on yourself and on the teaching...” – 1 Timothy 4:16

“He must hold firm to the trustworthy word as taught...” – Titus 1:9

Doctrinally Sound and Explicitly Christian

Songs must clearly align with biblical truths and Christian doctrine.

Missionally Focused and Diverse

Music should engage unbelievers and reflect unity in diversity, including the use of different languages where appropriate.

Congregationally Singable

Songs should encourage participation through accessible range, tempo, and style.

Gospel-Centered & Theological Balance

Each worship set should reflect the full gospel, including:

- **Revelation:** God has revealed Himself.

- **Redemption:** We are redeemed in Christ.
- **Response:** Faith, repentance, gratitude, endurance, and awe.
- **Return:** Our future hope with Christ.

Worship sets should not focus exclusively on one theme but maintain theological balance each Sunday.

Style, Tempo & Emotional Balance

Worship should reflect the emotional range of the gospel:

- **Hymns or Psalms:** Traditional songs, fast or slow.
- **Confession / Lament:** Slow, reflective, addressing brokenness.
- **Celebration / Redemption:** Upbeat, joyful, good news.
- **Anthem:** Songs of triumph and Kingdom identity.

Variety in tempo, style, and emotional tone is expected within each worship set.

Catalog Development

- Update the worship catalog every **January and July**.
- Each catalog should include **25–40 songs** (new and familiar).
- Develop auxiliary catalogs of **6–12 songs** for Advent and Holy Week.
- Maintain emotional and theological balance in all catalogs.
- The Lead Pastor must approve all final catalogs and new songs.
- Song selection must align with the skill level of the band.
- Some songs should engage minority populations to reflect unity and diversity.
- Approved songs will be added to the larger song bank but may not be used immediately.

Expectations to Lead or Serve On Stage

- Stage leaders must be Christians walking in repentance and faith.
- If a band member is involved in unrepentant or grievous sin, the Worship Director must remove them temporarily until restoration and repentance occur through pastoral care.
- Stage leaders must faithfully give tithes and offerings (**Malachi 3:10; Mark 12:41–44**).

- Stage leaders must be members of Living Stones or actively pursuing membership.
- If membership expectations are not being met, the Worship Director has authority to remove individuals from the team for a season until restored.

Family Membership Includes:

1. Participation in the Lord's Supper and regular attendance
2. Christian baptism
3. Participation in a community group
4. Serving in a ministry
5. Faithful giving of tithes and offerings

Fill-Ins

- Musicians from other churches may occasionally fill in if they meet Living Stones' leadership and membership criteria.
- It is better to have a gap in leadership than to have unqualified leadership.

Time Commitment & Practice Expectations

- **Practice:** Tuesdays, 1.5 hours
- **Sunday Arrival:** 8:00 AM
 - 9:00 AM – Prayer
 - 9:15 AM – Liturgy Run-Through
- **Quarterly:** Team meeting for scheduling and prayer

Practice Is a Priority

- All band members are expected to attend practices, even when not scheduled to play.
- Come prepared and knowing the songs.
- If practice is missed, playing on Sunday is not permitted.
- Members are responsible for finding their own coverage if unavailable.
- Once scheduled, commitment is expected.
- The Worship Director may remove individuals for a season due to lack of commitment, communication, or membership issues.

New Band Members

- All prospective members must audition.
- After audition, **3–6 weeks** of mandatory practice participation is required before serving on Sunday for:
 - Character discernment
 - Vision discipleship
 - Community building
 - Family membership participation

Final Exhortation

You are not performing for an audience; you are leading God's people to behold Him. Worship is not a performance—it is reverent, joyful service to the Lord.

- Keep songs simple and excellent rather than complex and average.
- Choose keys and tempos that encourage congregational participation.
- Come prepared and memorized to avoid distractions.
- Be authentic in your gifting and style.
- Spend time beholding God before leading others to behold Him.

Jesus is worthy of our praise. Sing and play with courage and boldness—He is worthy!