

Holy Cross Lutheran Church

1200 Foxfire Drive – College Station, TX
(979) 764-3992 • www.holycrossbcs.org

Director of Worship and Music Position Description

Purpose

Holy Cross Lutheran Church seeks a Christ-centered, musically excellent, and creatively gifted **Director of Worship & Music** to lead and shape our congregation's traditional, blended, and contemporary worship life. This role requires a strong foundation in **Lutheran liturgical practice and hymnody**, paired with **significant proficiency in modern worship leadership**, service planning, and creative integration of diverse music styles—choir, praise team, orchestra, organ, piano, and instrumental ensembles.

The Director of Worship & Music will collaborate closely with the Pastor, staff, and volunteers to design worship that is biblically grounded, doctrinally faithful, Christ-focused, and artistically vibrant for all ages.

Primary Responsibilities

Worship Planning & Leadership

- Serve as the primary planner for all worship services—traditional, blended, and contemporary—in coordination with the Pastor.
 - Demonstrate strong understanding of LCMS worship theology, Divine Service liturgy, hymnody, seasons, and lectionary.
 - Craft worship services that seamlessly incorporate Scripture, liturgy as needed, prayer, transitions, themes, and music across varying styles.
 - Select and arrange music that blends hymns, modern worship, choral anthems, orchestral repertoire, and seasonal expressions.
 - Lead worship vocally and from the piano with excellence and confidence.
 - Strengthen traditional and blended services through thoughtful hymn planning, instrumental offerings, liturgical music, choral selections, and creative worship elements.
 - Lead and support contemporary worship with proficiency in modern styles, transitions, keys, flow, and band leadership.
-

Musical Leadership

- Direct, rehearse, and develop the adult choir, praise band, children's music, orchestra, and various ensembles.
 - Conduct choir and orchestra with clarity, strong musicianship, and pastoral sensitivity.
 - Lead from the piano using lead sheets, chord charts, by ear, and modest written notation.
 - Work alongside paid musicians, including Organist, AV Director, Assistant Instrumental Director, praise band members, and scholarship orchestra.
 - Arrange or adapt music when needed to accommodate mixed-skill ensembles.
-

Technical & Administrative Oversight

- Oversee and collaborate with the AV ministry, livestream team, sound engineers, and projection personnel.
 - Manage Planning Center Online, music library, orchestra website, schedules, and licensing.
 - Maintain instruments and media equipment; working knowledge of organ is helpful.
 - Participate in staff meetings, planning retreats, and congregational visioning.
 - Manage worship ministry budget and expenditures.
 - Assist with weddings, funerals, festival services, and seasonal worship events (Advent/Christmas, Lent/Easter, concerts, outreach services).
-

Qualifications

Musical Skills

- **Strong piano proficiency** in multiple formats:
 - Playing by ear
 - Improvising
 - Lead sheets & chord charts
 - Modest classical/written notation
- Experience leading and arranging **contemporary worship**.
- Solid understanding of **traditional Lutheran worship**, hymns, liturgy, and sacred music.
- Skilled **choral conductor** with orchestral conducting familiarity.
- Experience integrating orchestra, praise band, choir, and organ into diverse worship settings.
- Vocal leadership ability (solo or lead vocal).

Theological & Liturgical Understanding

- Deep respect for LCMS doctrine and sacramental worship.
- Ability to creatively plan services while preserving liturgical integrity.
- Commitment to Christ-centered, Scripture-driven worship.

Leadership & Ministry Qualities

- Experience supervising paid and volunteer musicians.
 - Ability to mentor and spiritually shepherd high school, college, and adult musicians.
 - Strong communication, organization, and team-building skills.
 - Joyful, collaborative demeanor with passion for discipling the saved and reaching the un-churched.
-

Personal Expectations

- Mature, active Christian faith and devotional life.
 - Passionate about worship in its many God-honoring forms.
 - Creative thinker with ability to “dream big” while staying rooted in LCMS practice.
 - Positive, joyful leadership presence.
 - Team player committed to unity, excellence, and the mission of Holy Cross.
-

To Apply

Please submit a résumé and cover letter to:

✉ pastor@holycrossbcs.org

✉ office@holycrossbcs.org

“Connecting People to Jesus for Salvation, Strength and Service”