

Holy Cross Lutheran Church

1200 Foxfire Drive – College Station, TX 77845
(979) 764-3992 Church • www.holycrossbcs.org

Director of Worship and Music Position Description

Purpose

The Holy Cross Lutheran Church **Director of Worship and Music** leads and assists Holy Cross in its main mission of bringing Christ to the lost and believers to mature discipleship through the use of music. *Matthew 28:18-20: And Jesus came and said to them, “All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in[b] the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.” (ESV)* This is the pattern for all ministries at Holy Cross Lutheran Church.

To this end the Director of Worship and Music will be:

- A baptized believer in our Lord Jesus Christ who accepts and professes the teachings of the Lutheran Church-Missouri Synod (LCMS) of grace alone, faith alone and Scripture alone,
- Musically excellent and creatively gifted, and
- A servant leader.

The Director will possess:

- A strong foundation in Lutheran doctrine, liturgical practice and hymnody, and
- A 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 and Music will collaborate closely with the Pastor(s), staff, and volunteers to design worship that is doctrinally artistically vibrant for all ages, and will lead and shape our congregation’s traditional, blended, and contemporary worship life.

Primary Responsibilities

Worship Planning & Leadership: The Director of Worship and Music will:

1. Serve as the primary planner for all worship services—traditional, blended, and contemporary—in coordination with the Pastor.
 2. Demonstrate strong understanding of LCMS worship theology, Divine Service liturgy, hymnody, seasons, and lectionary.
 3. Craft worship services that seamlessly incorporate Scripture, liturgy, prayer, transitions, themes, and music across varying styles.
 4. As needed, select and arrange music that blends hymns, modern worship, choral anthems, orchestral repertoire, and seasonal expressions.
 5. Lead vocal and instrumental execution of worship with excellence and confidence.
 6. Lead and support contemporary worship with proficiency in modern styles, transitions, keys, flow, and band leadership.
 7. Assist and support the church planting of other HC campuses.
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Musical Leadership: The Director of Worship and Music will:

1. Lead and oversee the direction, rehearsal, and development of the adult choir, praise band, children's music, orchestra, and various ensembles.
 2. Conduct choir and orchestra with clarity, strong musicianship, and pastoral sensitivity.
 3. Work alongside musicians, including Organist, Tech Director, praise band members, and orchestra.
 4. Arrange or adapt music when needed to accommodate mixed-skill ensembles.
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Technical & Administrative Oversight: The Director of Worship and Music will:

1. Collaborate with the Tech Director and staff regarding the audio and video ministry including the video team, sound engineers, and projection personnel.
 2. Manage Planning Center Online, music library, orchestra, schedules, and licensing.
 3. Maintain instruments and media equipment; working knowledge of the organ is helpful.
 4. Participate in staff meetings, planning retreats, and congregational visioning.
 5. Manage worship ministry budget and expenditures.
 6. Assist with weddings, funerals, festival services, and seasonal worship events (e.g. Advent/Christmas, Lent/Easter, concerts, community concerts, VBS, children's Christmas program, or other outreach ministries).
 7. Support Holy Cross Lutheran Learning Center programs as needed (e.g. Christmas program, graduation).
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Qualifications

Personal Expectations: The Director of Worship and Music should be:

1. A mature Christian with an active, vibrant faith and consistent devotional life.
2. Passionate about worship in its many God-honoring expressions.
3. A creative thinker who can "dream big" while remaining firmly rooted in LCMS theology and practice.
4. A positive, joyful leader who inspires and encourages others.
5. A collaborative team player committed to unity, excellence, and the mission of Holy Cross Lutheran Church.

Musical Skills: The Director of Worship and Music should have:

1. Strong piano/instrument proficiency in multiple formats:
 - a. Improvisation
 - b. Lead sheets and chord charts
 - c. Modest classical/written notation
2. Experience leading and arranging contemporary worship.
3. A solid understanding of traditional Lutheran worship, hymns, liturgy, and sacred choral literature.
4. Proven skill as a choral conductor with familiarity in orchestral conducting.
5. Experience integrating orchestra, praise band, choir, and organ into diverse worship settings.
6. Vocal leadership ability desired, whether as a soloist or lead worship vocalist.

Theological & Liturgical Understanding: The Director of Worship and Music should have:

1. A clear subscription to the doctrine of the Lutheran Church-Missouri Synod and a deep respect for sacramental worship.
 2. The ability to plan worship services creatively while preserving liturgical integrity.
 3. A demonstrated commitment to Christ-centered, Scripture-driven worship.
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Leadership & Ministry Qualities: The Director of Worship and Music should have:

1. Experience supervising and leading both volunteer and paid musicians.
 2. The ability to teach, mentor, and spiritually shepherd high school, college, and adult musicians.
 3. Strong communication, organization, and team-building skills.
 4. A joyful, collaborative spirit with a passion for discipling believers and reaching the unchurched.
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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”