

Minister of Worship & Music

New Spirit Lutheran Church • Tucson, Arizona

Position Purpose

The Minister of Worship & Music is a part-time lay ministry staff position that leads and develops New Spirit's worship and music ministry. The Minister helps the congregation proclaim the Gospel through faithful, participatory, creative, and well-prepared worship while developing musicians, worship leaders, and the systems that support them. ELCA rostered-minister status and ordination are not required.

Primary Responsibilities

- Provide musical leadership for Sunday worship and other major worship services and congregational events.
- Collaborate with the Pastor on worship planning while bringing creativity, initiative, and new ideas consistent with New Spirit's Lutheran theology, Core Values, and commitment to welcome and inclusion.
- Personally learn and prepare music before rehearsal; plan and lead organized, productive rehearsals; and set clear expectations for preparation, attendance, communication, and reliability.
- Teach new music, coach and encourage musicians, and cultivate a Praise Team culture of ministry, accountability, shared ownership, participation, and continual growth.
- Actively recruit and develop musicians and worship leaders from within and beyond New Spirit, responding intentionally to identified needs in voices, instruments, leadership, and other gifts.
- Meet regularly with the Music Assistant and convene regular Worship & Music Team meetings to coordinate schedules, rehearsals, communication, team needs, and ministry development.
- Listen critically during worship and regularly review worship recordings to provide constructive feedback and identify opportunities for improvement.
- Provide worship-related leadership to the media/technology ministry. Develop sufficient technical knowledge to collaborate in troubleshooting and to help evaluate and recommend repairs, replacements, upgrades, and future equipment needs; the Minister is not expected to serve as the primary AV technician.
- Develop opportunities for children and youth to grow as participants in New Spirit's worship and music life, including periodic teaching of accessible congregational, camp, and faith songs. The Minister may lead these opportunities or equip the Music Assistant, Praise Team members, or other leaders to do so.
- Maintain appropriate professional and ministry boundaries, comply with New Spirit's child-protection and safeguarding policies, and complete required boundary, child-protection, background-check, and other safeguarding requirements established for the position.

Leadership & Supervision

The Minister is supervised by the Pastor and works with meaningful autonomy within clear expectations. Healthy disagreement and creative conversation are welcomed; the Pastor retains final responsibility for worship. Regular check-ins with the Pastor and participation in staff meetings will be expected. The Minister leads and coordinates the ministry rather than personally performing every musical, technical, or administrative task.

Qualifications & Gifts

- Musical ability sufficient to lead contemporary congregational worship vocally and/or instrumentally.

- Ability or strong potential to lead, teach, coach, encourage, and hold accountable volunteer musicians.
- Strong organization, preparation, communication, follow-through, and ability to lead efficient rehearsals.
- Ability to evaluate live and recorded worship and translate observations into constructive feedback.
- Creativity, initiative, teachability, collaborative leadership, and willingness to develop knowledge of worship technology.
- Ability to lead within and support New Spirit's Christian identity, Lutheran theology, Core Values, and commitment to welcome and inclusion.

Time & Compensation

Part-time, averaging approximately 15 hours per week. Work includes worship, rehearsals, personal musical preparation, planning, communication, meetings, evaluation, recruiting, team development, and other responsibilities described above. Weekly workload will vary with the worship calendar, including special services.

Compensation: \$19,500–\$23,400 annually, based on experience and qualifications.