

Threshold Church: Director of Worship & Creative Ministries

Threshold Church Mission Statement

*Bearing Witness to the Beauty of Christ, for the Glory of God,
and the Good of the World*

Position Title: Director of Worship & Creative Ministries
Reports to: Head of Staff (Lead Pastor)
Status: Full-time (40 hours/week – salaried), non-ordained
FLSA Status: Non-Exempt
Effective Date: April 1, 2026

Position Summary

The Director of Worship & Creative Ministries partners with the Lead Pastor and staff to advance Threshold Church's mission: **Bearing witness to the beauty of Christ for the glory of God and the good of the world.**

This full-time role provides vision, leadership, and pastoral care for Threshold's worship and creative life. The Director is responsible for cultivating Christ-centered, theologically grounded, and creatively excellent worship experiences that are compelling to spiritual seekers, strengthen disciples, engage the heart and mind, and reflect the beauty of the Gospel.

This role is central to shaping Threshold Church's worship culture and weekly gatherings, helping the congregation bear witness to the beauty of Christ together in word, song, prayer, and sacrament. This role places particular emphasis on developing healthy music, production, and creative teams, and on overseeing the full Sunday morning worship experience for both long-time members and first-time visitors.

Essential Duties and Responsibilities

1. Worship Leadership

- Plan and lead meaningful, Christ-centered weekly worship services in close collaboration with the Lead Pastor.
- Ensure worship gatherings are theologically faithful, pastorally sensitive, and creatively excellent.
- Select music that aligns with Scripture, sermon themes, the church calendar, and Threshold's theological convictions.
- Lead rehearsals and preparation processes that are spiritually formative, relationally healthy, and musically excellent.
- Manage worship planning, scheduling, and communication using Planning Center.
- Oversee audio, visual, lighting, video, and livestream ministries to ensure quality, reliability, and continuous improvement.

- Support and implement a theology and philosophy of worship rooted in Scripture and consistent with the EPC's Book of Worship.

2. Team Mentoring & Development

- Recruit, train, mentor, and develop musicians, vocalists, tech operators, and creative volunteers.
- Provide pastoral leadership and care to worship and creative teams, fostering a culture marked by humility, trust, joy, and spiritual maturity.
- Identify and invest in emerging leaders, creating pathways for leadership development and multiplication.
- Offer regular coaching, feedback, and encouragement to help volunteers grow in both skill and Christlike character.
- Cultivate sustainable rhythms that honor volunteers' time, family commitments, and spiritual well-being.

3. Sunday Morning Worship Experience

- Provide oversight for the full Sunday morning worship experience, from first impressions through the benediction.
- Collaborate with staff and volunteers to ensure services are welcoming, clear, hospitable, and spiritually engaging for worshipers and visitors alike.
- Partner with hospitality, tech, and creative teams to ensure smooth transitions, clear communication, and a cohesive worship flow.
- Regularly evaluate and improve the worshiper and visitor experience, attending to clarity, warmth, accessibility, and pastoral tone.
- Help ensure that Threshold's worship gatherings consistently reflect the church's mission, values, and identity.

4. Creative Arts & Visual Communication

- Provide leadership and vision for Threshold's creative expression across worship environments and visual media.
- Support the volunteer-led Creative Team in the artistic beautification of worship spaces and seasonal environments.
- Assist with visual communication needs including worship slides, digital content, and promotional materials in collaboration with staff.
- Help steward a cohesive creative and visual identity that reflects Threshold's theological depth and aesthetic vision.

5. Staff Collaboration & Leadership

- Partner with the Lead Pastor and staff in worship planning, staff meetings, retreats, and church-wide initiatives.
- Encourage alignment across ministries with Threshold's Mission, Values, and Measures of spiritual growth.

- Model servant leadership, authenticity, and spiritual maturity in all areas of ministry.
- Collaborate with the Church Administrator and ministry leaders to support smooth Sunday operations and volunteer coordination.
- Oversee special events requiring the participation of Threshold's music, production, and creative teams and the use of Threshold's worship equipment and resources to ensure needs are met and that Threshold's volunteers and resources are appropriately utilized and safeguarded.
- Explore opportunities to host special events (e.g. concerts, weddings, creative arts events) that will mutually benefit Threshold and the local community.

Ideal Candidate Profile

- A vibrant, growing faith in Jesus Christ and a clear calling to worship ministry
- Five or more years of experience leading worship and developing volunteers as part of a church staff
- Strong relational, mentoring, and team-building skills
- Theological depth with a commitment to Reformed theology and Scripture as authoritative
- Creative, collaborative, and mission-minded
- Strong organizational and communication skills
- Experience with Planning Center and modern worship technologies is preferred

Doctrinal and Ethical Alignment

As an EPC congregation, Threshold Church expects all ministry leaders to support and affirm the theological commitments of the Evangelical Presbyterian Church. Candidates should be in substantial agreement with the EPC Essentials of Our Faith, respect the EPC's Presbyterian form of church governance, and be willing to serve within that framework. Candidates should also affirm and be willing to uphold the EPC's Position Paper on Human Sexuality, and agree to live and serve in accordance with historic Christian moral and ethical standards consistent with Scripture and the teaching of the church.

Physical Demands and Work Environment

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the functions.

- The employee is regularly required to talk or hear.
- The employee is frequently required to use hands, fingers; handle or feel objects, tools or controls.
- The employee is occasionally required to stand, walk, sit, reach with hands and arms, climb or balance, stoop, kneel, or crouch.
- The employee must occasionally lift and or move up to 25 pounds.
- The employee needs to have good close vision, distance vision, color vision, peripheral vision, and ability to adjust focus.

- **Note:** This job description in no way states or implies that these are the only duties to be performed by the employee in this position. The employee will be required to follow any other job-related instructions requested by any person authorized to give instructions. The requirements listed in this document are the minimum levels of knowledge, skills, or abilities. This document does not create an employee contract, implied, or otherwise, other than an “at will” relationship.

To apply, please submit a resume, a statement of faith, and a statement of Philosophy of Worship by email to HR@thresholdchurch.com

