



Job description

Music and Worship Director

About The Neighborhood Church

The Neighborhood Church is a **14-year-young ELCA (Evangelical Lutheran Church in America) church plant**, launched in 2012 by 23 faithful pioneers and now home to a vibrant, multigenerational congregation of **600+ active members**. Each week, close to 200 people gather in person with another 40-60 households worshipping online.

Our vision is clear: **Change Church. Create Relationship.**

We believe that Jesus didn't come to start a religion—He came to transform lives. At The Neighborhood Church, we strive to reflect that transformation by building authentic relationships with God and our neighbors, both inside and outside the walls of the church.

About the Role

The **Director of Worship & Music** leads the musical, technical, and creative dimensions of worship at The Neighborhood Church. This pastoral and strategic leader will guide the House Band, shape Sunday and Wednesday services, mentor youth in our youth band, and create spaces where people experience God's presence through music, movement, and meaning.

This is not just a musical role—it's a deeply relational one, a spirit-led role. The Director will equip volunteers, integrate technology, and collaborate with staff to help guide the visual and spiritual presence of every worship moment.

Key Responsibilities

Worship & House Band Leadership

- Provide creative and spiritual leadership for Sunday worship
- Lead Thursday night rehearsals and Sunday morning worship services
- Treat the House Band as a LIFEgroup—fostering community, discipleship, and growth
- Recruit, onboard, and coach new musicians and worship leaders
- Plan worship flow and song selection based on the weekly message and series
- Collaborate weekly with the Pastor, Worship Coordinators, and staff
- Communicate weekly with band members and schedule at least 2 weeks in advance

Youth Band Leadership

- Lead the **Wednesday Night Youth Band** in rehearsals and worship for Warehouse (5th–12th grade)
- Mentor youth musicians and create a safe space for spiritual and musical growth
- Coordinate with youth ministry leaders to plan age-appropriate worship sets
- Equip students to lead on **Youth Sundays** and other special occasions
- Build leadership pathways through training, encouragement, and fellowship

Technical & Production Oversight

- Build and manage weekly ProPresenter content and worship media
- Ensure worship tech deliverables are submitted by Thursday weekly
- Train and support volunteers in AVL (audio, visual, lighting) roles
- Maintain organized worship spaces (AVL Booth, Production Room, Green Room)
- Utilize and train on tools such as Dante, Midas32, in-ears, Ableton Live, ProTools, etc.

Worship Atmosphere & Environment

- Collaborate with the Pastor on sermon series and visual storytelling
- Implement stage design, lighting, and movement that enhance worship
- Plan creative transitions and visual elements for seasonal worship

Church & Community Engagement

- Be a consistent presence on Sundays, Wednesdays, and church-wide events
- Attend weekly staff and leadership meetings
- Participate in outreach, seasonal events, and community worship partnerships
- Oversee the Worship Internship Program and supervise worship staff/interns as needed
- Help advance the church's vision and values through creative, Spirit-led collaboration

Skills & Experience

Required

- 3+ years of experience leading worship and managing a band
- Strong vocal and instrumental skills
- Proficiency in ProPresenter and Planning Center Online
- Strong time management, communication, and volunteer coordination
- Experience mentoring youth and adult musicians

Preferred

- Familiarity with AVL systems (Dante, Midas, Ableton, ProTools)
- Experience leading worship in hybrid settings (in-person and livestream)
- Comfort working in a dynamic and creative team environment
- Background in supervising interns or developing leadership programs

What We Value

- A **servant's heart** rooted in Jesus' example
- A **pastoral presence** that builds community among musicians
- **Spiritual maturity** and a commitment to ongoing personal faith growth
- **Theological Alignment**, you can learn more here (<https://theneighborhood.church/believe>)
- A **creative spirit** willing to experiment, innovate, and stretch
- The ability to **lead people, not just songs**

Details

Job Type: Full-time

Pay: \$55,000.00 - \$65,000.00 per year

Benefits:

- Flexible schedule
- Health insurance
- Paid time off
- Parental leave
- Professional development assistance
- Relocation assistance

Education:

- Bachelor's (Required)

Experience:

- Worship Leader/band leadership: 3 years (Required)

Ability to Relocate:

- Bentonville, AR 72712: Relocate before starting work (Required)

Work Location: In person