

Associate Director of Worship - Ministry Position Description

Reports to: Director of Worship
Date created or revised: 09.29.25

Position Type: Full-Time
Classification: Exempt

Salem Lutheran Church, a dynamic 2400+ member Christian community, is seeking a high-capacity, enthusiastic leader who passionately follows Jesus Christ as our Associate Director of Worship. As we seek to fulfill our mission, this person will partner with the Director of Worship and the Associate Director of Worship – Next Gen, regularly collaborating to develop, direct and oversee our worship services. This gifted musician must recruit and equip volunteers, and work with professional and volunteer worship and tech teams. Evidence of good organizational skills and the ability to team effectively with other staff members is essential. Because of the nature of this ministry, flexibility in scheduling is required.

Associate Director of Worship Essential Functions

- Plan, sing, and play in engaging worship services which drive both spiritual and numerical growth.
- As a very competent lead vocalist, consistently lead to encourage congregational singing. We worship with our congregation, not for our congregation.
- Speak and pray from the platform, in alignment with our vision, values, and beliefs.
- Actively prepare for and participate in Worship department and other meetings.
- Plan and lead effective rehearsals.
- Model an enthusiastic leadership style that inspires the confidence of others.
- Partner with our dynamic staff team, and many lay leaders and volunteers.
- Help musicians and artists utilize their giftedness from a ministry platform.
- In partnership with other staff, work to develop the next generations of worshippers and worship leaders.
- Regularly interface and coordinate with other Salem departments, including Salem Preschool and Salem School.
- Collaborate as requested (and regularly in message meetings) with the preaching pastor to facilitate his vision for the service design and message delivery.
- Carry out other assignments as given by the DOW or Executive Pastor.

Qualities we desire in an ideal candidate are:

- Able to work collegially with musicians, artists and other leaders, and with a diverse congregation.
- A demonstrated track record in music and ministry; 3-5 years or more.
- Musically trained—understands music from a variety of genres and generations, with particular emphasis on contemporary music. A college degree is required, preferably in music or music education.
- Theologically grounded—embraces and articulates a theology of worship that demonstrates a solid grasp of Lutheran doctrine and contemporary application in Christian worship.
- Is an articulate communicator, with excellent worship-leading demeanor.
- Working knowledge of Planning Center Services.
- Agrees with the mission, strategy, values, and desired outcomes of the congregation (our vision frame).
- Has a passion for worship, and seeing it done well, with a high level of congregational engagement.
- Detail oriented! We manage to keep most balls in the air most weeks, but need more help not dropping any!
- A people person – in love with Jesus, the local Church, and optimistic in outlook!
- Fun to be around. We don't like to work with frowning people, and neither should you. We work like it depends on us, while we pray knowing it all depends on Him.

In many ways this position is a unique opportunity to join a sizeable, highly creative worship team – as we’re eagerly anticipating a \$28m renovation of our campus, including the upcoming re-work and update of our Worship Center! Salem enjoys a 174-year history of impactful ministry in what is now the fastest growing quadrant of the Houston, Texas metropolitan area. By God’s grace we are blessed with ample resources and beautiful facilities. Our unified ministry includes Salem Church, Salem Lutheran School (K-8) and Salem Preschool. Our combined staff consists of over 100 Jesus-followers.

This is a full-time position – sometimes more and seldom less. Salary is commensurate with education, experience and accomplishments, and includes full benefits for employee. Salem provides for the professional development and continuing education of our staff as noted in the HR Guidelines. This position is under the leadership of Jordan Miller, DPM, Director of Worship. Expressions of interest may be directed to our Executive Pastor, Rev. Vince Parks, vparks@saalem4u.com or Salem Lutheran Church, 22601 Lutheran Church Road, Tomball, TX 77377, 281.351.8223.