

Worship and Church Life Leader Profile

New Song Alliance Church — Grand Rapids, Minnesota

Church Snapshot

New Song Alliance Church is a growing, contemporary evangelical church located in Grand Rapids, MN (city population ~11,000). With an average attendance of 300 people across two Sunday evening services. New Song is experiencing steady momentum and has a strong sense of community.

The staff consists of two full-time pastors and seven support staff, fostering a collaborative team culture where ministry leaders are known, supported, and trusted. New Song values authentic worship, spiritual formation, and the intentional development of leaders who serve with humility, faithfulness and excellence.

Position Overview

Full-Time (40 hours/week)

New Song Alliance Church is seeking a Worship and Production Director who loves Jesus deeply, leads worship authentically, and shepherds people with care and intentionality. This role approaches worship as a lifestyle and form of ministry rather than performance - helping shape the spiritual life, unity, and discipleship culture of the church.

The ideal candidate combines musical and creative excellence with a pastor's heart, and enjoys developing people, cultivating leaders, and strengthening the systems that support healthy ministry. This position will provide spiritual and organizational oversight for worship, production and designated areas of church life. Each of these will contribute to a culture of discipleship, community and leadership multiplication.

Depending on the skill set and strengths of the candidate, responsibilities could include investing in volunteers, mentoring emerging leaders, supporting small groups.

Desired Qualities

We are prayerfully seeking a leader who demonstrates:

- Deep love for Jesus and a clear call to ministry
- Strong musical & production ability
- Proven experience leading congregational worship
- A heart for authentic, Spirit-led worship, not stage performance
- Relational maturity and the ability to build trust and lead with humility
- A desire to invest in others and raise up new leaders

- Proven experience leading volunteer teams
 - Organizational awareness and a willingness to develop healthy systems
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Job Emphasis & Responsibilities

Worship Leadership — 50%

- Lead worship for Sunday evening services
- Build and develop cohesive worship teams
- Schedule musicians, vocalists, and rehearsals
- Plan worship sets that align with the church's theology and vision
- Identify and develop new worship leaders

Technical Production Leadership — 30%

- Provide leadership and support for the technical and production teams
- Create and manage tech systems for worship services
- Generate service slides, music cues, and video content
- Train and support tech operators and volunteers

Overall Spiritual Leadership Development (Based on experience and gifting) — 20%

- Mentor emerging leaders
 - Support and contribute to small group ministry and broader church life
 - Participate in care, prayer and spiritual formation responsibilities as appropriate
 - Contribute to a culture of discipleship and leadership multiplication
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The Opportunity

This role offers the chance to shape the worship life of a healthy, growing church while investing deeply in people. The right candidate will lead creatively, pastorally, and strategically—partnering closely with the pastoral staff to advance the mission of New Song Alliance Church.

If you know someone who loves the local church, values authenticity in worship, and is ready for a full-time leadership role in a close-knit community, **please pass this profile along.**

Interested candidates should contact Penny Isaac-Nelson at New Song Alliance Church: penny@newsongalliance.org and **submit their resume'** and **access to a digital format** showing the candidate leading worship in a ministry setting.