



Worship Pastor Job Description

Title: Worship Pastor

Reports to: Sr. Pastor

Job Classification: Pastor, Full-time, Exempt (salaried)

Regular Work Hours: 50 hours per week, including weekly Worship Services, participation in a weekly Discipleship Group, and a weekly “Life-Change” group.

Primary Win: Our church grows in its understanding of the vital role worship plays in discipleship as worship is meaningfully incorporated into our discipleship plan and process.

Description of the Role: The Worship Pastor is a spiritual and organizational leader who enables the God-given power of music and creative worship to encourage and enhance discipleship through a worship ministry that is creatively vibrant, theologically sound, and emotionally engaging. As a spiritual leader, the Worship Pastor will work to deepen the spiritual maturity of worship leaders and those who lead in worship, as well as expand the number of worship leaders available to the church and the range of their abilities to lead worship. As an organizational leader, the Worship Pastor provides planning, direction, pastoral leadership, and oversight for worship leaders, as well as overseeing the recruiting, training, and equipping of Worship and A/V Team members. Under the direction of the Sr. Pastor, the Worship Pastor leads all aspects of the worship ministry toward the accomplishment of the vision and mission of SWBC.

Essential Characteristics:

1. A Creative Developer who is Passionate about Jesus – The ideal candidate will be someone capable of developing the artistic gifts of others to a high degree of excellence and steward those gifts in ways that enable the body of Christ to connect with God, and corporately express a passionate love for Jesus Christ.
2. Spiritually Discerning – The ideal candidate will be someone who has the biblical knowledge necessary to assess the assumptions and implications of songs used in worship and is able to reject songs that are theologically unsound and adapt songs as necessary so they align with the truth.
3. A Gifted Pastor – The ideal candidate will be a capable pastor who exercises spiritual oversight of everyone involved in the worship ministry.
4. Passionate About Growth – The ideal candidate will be someone who believes that human flourishing comes from growing in Christlikeness and thus is passionate about fostering growth in themselves and others.

Behavioral Competencies:

1. Approachability - Is easy to approach and talk to; spends the extra effort to put others at ease; can be warm, pleasant, and gracious; is sensitive to and patient with the

interpersonal anxieties of others; builds rapport well; is a good listener; is an early knower, getting informal and incomplete information in time to do something about it.

2. Building Effective Teams - Blends people into teams when needed; creates strong morale and spirit in his team; shares wins, and successes; fosters open dialogue; lets people finish and be responsible for their work; defines success in terms of the whole team; creates a feeling of belonging in the team.
3. Directing Others - Is good at establishing clear directions; sets stretching objectives; distributes the workload appropriately; lays out work in a well-planned and organized manner; maintains two-way dialogue with others on work and results; brings out the best in people; is a clear communicator.
4. Motivating Others - Creates a climate in which people want to do their best; can motivate many kinds of direct reports and team or project members; pushes tasks and decisions down; empowers others; invites input from each person and shares ownership and visibility; makes each individual feel his/her work is important; is someone people like working for and with.
5. Organizing - Can marshal resources (people, funding, material, support) to get things done; can orchestrate multiple activities at once to accomplish a goal; uses resources effectively and efficiently arrange information and files in a useful manner.

Priority Tasks:

I. Music, Media, and Worship

A. The worship pastor will oversee the general music programs of the church in consultation with the senior pastor

1. Lead all aspects of planning and performance of the Sunday worship service(s).
 - a. Develop and schedule teams of instrumentalists and vocalists.
 - b. Organize and lead practices.
 - c. Will assume pastoral and discipleship care of the worship and A/V teams.
2. Will serve as a resource person with the worship and A/V team.
 - a. Communicate weekly with the worship and A/V team.
 - b. Provide technical support in sound, media, and lighting as needed.
 - c. Assist when needed.
3. Manage musical instruments and their maintenance.
4. Manage computers, sound, and video equipment used in worship.
5. Manage volunteer schedules for computer, sound and video.
6. Oversee AV (sound/video/light)
 - a. Check and prepare stage sound equipment
 - b. Plan lighting design for worship services
7. Manage and maintain stage presentation.

B. Oversee worship ministries for NextGen and Children Ministries

1. Lead worship for student ministries and events.
2. Help develop student talents and leadership.

- 3. Serve as a resource and assist in children's music and worship (special events, etc.)
- C. Develop and manage the Worship Ministry's budget

II. General Duties

- A. The worship pastor will maintain regular office hours in cooperation with pastoral staff.
- B. Will work with pastoral staff to provide leadership of the church when other staff members are away for meetings, vacations, etc.
- C. Will rotate as Pastor-on-Call and perform some of the general pastoral ministries of the church
- D. Will attend relevant board and team meetings
- E. Frequently moves musical instruments weighing up to twenty-five pounds
- F. Frequently ascends/descends stairs

III. Qualifications

- A. A Christian with deep spiritual and moral convictions.
- B. Have training/experience in worship ministry.
- C. Agreement with the doctrinal position of SWBC and will join the church.
- D. Ability to lead, organize, and supervise.
- E. Team player: contributes to the overall vision, goals, and ministries of the church.
- F. Self-starter; self-motivated.
- G. Teachable.
- H. Works well within the pastoral and church culture.

IV. Accountability

- A. To the senior pastor and executive pastor on a day-to-day basis. The worship pastor shall keep the executive team informed of objectives, programs, and work schedules by means of regular staff meetings and other communication.
- B. To the elders who are the overall leaders of the church.