

**Definition and Primary Function:** The Music and Arts Pastor is a man called by God and by MVBC to exercise his spiritual gifts in pastoral ministry, with a special focus on music and arts. His primary function is to shepherd the flock as a fellow pastor and to feed the sheep with the Word through corporate worship.

**Qualifications:** The Music and Arts Pastor must give testimony to Jesus Christ as his Lord and Savior. He must meet the pastoral qualifications given in 1 Timothy 3:1-7 and Titus 1:5-9. He must also demonstrate appropriate personal development and a desire to continue to grow, both spiritually and professionally. An M.Div. or commensurate work experience preferred.

**Supervisor:** Lead Pastor

**Responsibilities:**

**1. Worship Leadership & Service Planning**

- Lead congregational worship as the primary worshipper and team leader.
- Plan and coordinate worship services with the Lead Pastor to align music with the preached Word.
- Direct and develop all musical ensembles (praise band, choir, vocal/instrumental groups).
- Coordinate and lead music for special services and events (Easter, Advent, weddings, funerals, church programs).

**2. Team Development & Oversight**

- Recruit, train, and mentor volunteers and staff for music, audio/visual, and media teams.
- Conduct regular team meetings for evaluation, planning, and spiritual encouragement.
- Oversee children's and youth music teams in partnership with next-generation ministry leaders.

**3. Technology & Media**

- Supervise the audio/visual ministry: sound, lighting, software, livestreaming, recording, and storage.
- Oversee the media ministry: website, signage, social media, digital content, and communication with an emphasis on outreach.
- Manage maintenance and upgrades of all technology and related equipment.

**4. Administration & Stewardship**

- Organize and direct the overall music and arts ministry.
- Manage budgets, subscriptions, inventory, and financial stewardship for music and arts.
- Maintain the music library, instruments, equipment, and supplies.
- Annually conduct and report to the Lead Pastor an overall evaluation of the Music and Arts Ministry. This evaluation should include:
  - A review of specific goals established.
  - An evaluation of the progress toward these goals, including successes and unmet goals.
  - The development of new goals and strategies for the next year.

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**5. Vision & Church Culture**

- Support and implement MVBC's mission, vision, values, Baptist Faith & Message 2000, and church covenant.
- Help foster a multigenerational, multi-ethnic worship culture.
- Stay educated in church music, technology, and leadership.

**6. Pastoral & General Ministry**

- Partner with the pastoral team in staff meetings, ministry projects, and pastoral care.
- Follow and support the MVBC Child Abuse Prevention Policy and Procedure Manual, along with other church policies.
- Perform other duties as assigned by the Lead Pastor.

**7. Personal Growth**

- Maintain a consistent walk with the Lord Jesus and observable growth in spiritual maturity.
- Demonstrate spiritual leadership and Christlike character in the home, church, and community.
- Demonstrate relational Christlikeness among leadership, staff, and membership.
- Pursue personal, relational, and professional growth through conferences and retreats.
- Maintain a consistent rhythm of gospel labor and intentional rest.

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