



## Job Description:

### Worship Pastor

*Worship Pastor:* The worship pastor is shepherd first, musician second—a true worshiper, one who leads with skill, wisdom and godly devotion.

#### 1. Worship Pastor Responsibilities

- a. The worship pastor will oversee the general music programs of the church in consultation with the senior pastor
  - i. Lead all aspects of planning and performance of the worship service(s).
    1. Develop and schedule teams of instrumentalists and vocalists.
    2. Organize and lead rehearsals.
    3. Will assume pastoral and discipleship care of the worship and audio/visual teams.
  - ii. Manage computers, sound and video equipment and software used in worship.
  - iii. Manage volunteer schedules for computer, sound and video.
  - iv. Oversee sound/video/light ministry.
    1. Prepare and input media for services
    2. Check and prepare stage sound equipment
    3. Plan lighting design for worship services
  - v. Manage and maintain stage presentation systems.
- b. Oversee worship ministries for youth and children ministries as required
  - i. Lead worship (or coordinate) for youth ministries and other events
  - ii. Help develop student talent and leadership.
  - iii. Serve as a resource and assist in children's music and worship (Adventure Week, Lil'Cats preschool, special events, etc.)
- c. Develop and manage the music budget in consultation with the Executive Pastor.
- d. Provide music as required for weddings and funeral services at church facility.

#### 2. 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 perform some of the general pastoral ministries of the church (teaching, counseling, visitation, etc.).

#### 3. Requirements

- a. Character

- i. Must be a Christian with a servant's heart (Philippians 2:3-5, 2 Corinthians 4:5)
  - ii. A clear testimony of faith in Jesus Christ and a vital, growing personal relationship with Him. Must be a maturing Christian who is obviously, consistently and increasingly manifesting the fruit of the Spirit in daily walk with Christ (Galatians 5:22-23)
  - iii. Must be a joy to supervise (Hebrews 13:17)
  - iv. Must embrace our church's doctrinal position and constitution without reservation and be an advocate of our philosophy of ministry both in public and in private
  - v. Must be committed to regular prayer and time seeking Father's guidance for ministry
- b. Calling
- i. Sense a calling to serve in this kind of ministry role and ability to clearly articulate that calling to others.
  - ii. Must have desire to coordinate worship and music for special projects (weddings, funerals, church meals, youth events, etc.) and desire to lead others to serve.
- c. Competence
- i. Education: Prefer a Bachelors or Masters in relevant area, such as Worship Arts, Music, Music Business, or Christian Leadership.
  - ii. Experience:
    1. Experience in leading worship, vocalists, and musicians.
    2. Track record of success as a team builder, mentor, discipler.
    3. Proficiency in playing piano and/or guitar with the ability to sing and lead while playing.
    4. Must have strong vocal skills.
    5. Experience as a leader and recruiter of volunteers in all areas of Worship Ministry in a church with multiple worship services with nurturing talent in multiple age groups.
    6. Experience in leading worship that transcends modern, contemporary and traditional genres.
    7. Working understanding of the latest trends in creative arts and graphics arts a plus.
    8. Prefer at least 3-5 years of worship leadership experience
    9. Abilities/Gifts: Gifts of Shepherding, Teaching, Music.
      - a. Heart for the spiritual formation of those in the congregation and the worship ministry.
      - b. Relational skills and an enthusiastic presence for leading worship.
      - c. Prefer applicant to be skilled in the use of technology in worship and in the use of sound, lighting, computers, ProPresenter, and video projection.
      - d. Ability to work with Chord Charts, Sheet music, and Guitar Tabs, Ableton.
      - e. Experience using Planning Center Online for scheduling and sharing of music charts, mp3s, etc. a plus.

- f. Ability to incorporate other art forms as needed.
  - g. Commitment to ongoing personal & professional growth.
  - h. Fully support the mission, vision, and worship philosophy of The Crossing.
  - i. Experience running rehearsals of volunteer singers, band, sound and media crew.
10. Interpersonal attitudes or skills:
- a. Exemplify Christian faith in words and deeds
  - b. Energetic, enthusiastic, dynamic and Spirit-filled
  - c. Excellent interpersonal skills with an ability to listen
  - d. Teachable heart
  - e. Enjoys working with ministry teams and follow God's direction
  - f. Demonstrate Spiritual gifts of leadership, administration and creative communication
  - g. Multi-tasker: plan, organize, delegate, influence, and monitor multiple priorities and activities
  - h. Communicate well with current and prospective church members, volunteers and students
  - i. Connects well with all ages
- iii. Chemistry
- 1. Team player
  - 2. Humble and approachable
  - 3. Self-led and Self-starter
  - 4. Inclusive in their ministry and approach to recruiting volunteers

#### **4. Accountability**

- a. Reports to the Executive Pastor
- b. Keeps Executive Pastor updated on day to day basis of objectives, programs, work schedules, via meetings and communication.

#### **5. Salary and Benefits**

- a. The Worship Pastor will receive time for annual vacation with pay (schedule per Personnel Policy handbook)
- b. The Worship Pastor will receive two days personal time per week (typically Friday and Saturday unless otherwise arranged). This is coordinated with Executive Pastor.
- c. The salary and benefits package will include base salary, health insurance for pastor and optional coverage for spouse/family, mileage allowance, cell phone stipend. Pastor is considered to be self-employed and able to take advantage of housing allowance credit in coordination with financial director.

#### **6. The Call**

- a. The worship pastor will be recommended by the pastoral search committee, evaluated and approved by the Executive Pastor, Senior Pastor, and the Board of Elders.