

Worship Pastor/Director

Job Description 2020



Purpose:

The Worship Pastor/Director at Salem will help create a relational discipling culture within the broader church, fostering a life as worship mentality, but also through engaging and effective musical ministry.

Description:

First and foremost, this position is a shepherding role. We value people over performance. By design this position is meant to help provide care for the congregation, staff, and volunteers – both in and out of services. This requires not simply good worship qualities, but a relational and incarnational approach to ministry outside the walls of the church. In house, the role is designed to foster a Spirit-dependent environment, where we build up and equip leaders in ministry. We desire that the Sunday service be a place where people of all ages want to be. As such, a multi-generational approach is needed, with a conscious and intentional effort given to song selection and style with an emphasis on next gen ministry. The Worship Pastor/Director will oversee all facets of Salem’s worship ministry aspects.

Time, Reporting, and Compensation:

The Worship Pastor/Director will be a full-time, salaried position with benefits with compensation determined by the Board of Elders. Reporting will be determined by the Senior Pastor. The position will automatically be given a spot on the leadership team, with a possibility of joining the Strategic Leadership Team. The Worship Pastor/Director also oversees/works closely with the Technology Director and any interns.

General Responsibilities:

1. Committed to their personal relationship with the Lord, overflowing into others
2. Build community and spiritual growth on and between worship teams.
3. Recruit, equip, and release key leaders into the larger church ministry.
4. Ensure that a weekly Sunday worship service is planned, prepared, and executed with thoughtful intentionality.
5. Serve as the leader of Worship Ministries for Sunday morning Worship services at Salem.
6. Serve as the leader of Worship Ministries for special events and programs occurring at other times than Sunday morning.
7. Coordinate all Worship activities with Salem pastoral staff and church calendar.
8. Monitor and give account for Worship ministry budgets, attendance, initiatives, and goals.

Specific Duties:

Plan Services - Meet with Senior Pastor or guest preacher to coordinate theme with the message. Select songs and the order of service. Input service information into management software.

Teams and Substitutions – Recruit, train, and release worship team leaders and teams. Refine established systems to ensure substitutions are made. Encourage “every believer ministry” through regular auditions and use of new volunteers in worship. Meet with team members on regular basis for lunches, coffee, etc. to provide ongoing support.

Technology – Oversee/work closely with, encourage and support the ministry of the Technology Director, managing the quality and style of sound, lighting and multi-media teams.

Interns – Help build a quality internship experience for college aged students.

Creating Creative Worship Initiatives – Utilizing the service, stage, and people from the congregation, to engage in artistic, creative styles of worship (i.e. Art, prayer, scripture reading, stage design, lighting, communion, silence, reflection, etc.)

Planning Center Software – Utilize Planning Center as an essential tool in producing services, managing teams, and communicating to staff and volunteers. Update Planning Center regularly to insure a current database of team members and songs.

Stage Design –Oversee the appearance and ambiance of the worship spaces in coordination with ministry leaders. Maintain stage set up for weekly rehearsals and services. Ensure stages are "torn down" and "reset" after weddings and other special events.

Materials – Prepare song charts/sheet music/capo charts/orders of service for rehearsals.

Qualifications:

- A clear testimony of personal faith in Jesus Christ
- Any collegiate/university degree, with 5+ years previous experience leading worship ministry - Bachelor's or master's degree in music, biblical studies, or other applicable focus is preferred
- Past experience in multi-site preferred
- Team collaborator with a disciplemaking attitude
- Competent in organization, administration, and interpersonal relationships
- Agreement with the doctrinal statement EFCA and Salem EFC Constitution