

BAYSIDE WEST COMMUNITY CHURCH

WORSHIP PASTOR

Purpose: “To lead people into a life changing and growing relationship with Jesus Christ.”

Full Time: 40+ Hours per week

Reports to: Lead Pastor

Supervises: Creative Arts and Worship teams: Tech, vocalist, artist, drama, instrumentalists.

Experience: 3-5 years Worship leading

Desired Education: B.A. and/or Pastoral Degree with Worship Arts focus, Master’s Degree preferred.

Desired Qualities: The Worship Pastor will lead all phases of planning, organizing, staffing, developing people, directing, coordinating the worship and celebration arts teams and manage and maintain the budget while utilizing and building a dynamic range of relationships from volunteers to paid/staffed individuals. This candidate should understand basic music theory.

Specific Responsibilities

A. Worship Team Leadership

1. Lead Worship for Sunday Celebrations, special services and events as required.
2. Recruit, audition, train, and supervise teams of vocalists and musicians to facilitate worship for weekly Sunday Celebrations, and special services and events.
3. Recruit, train, and supervise “Interns” to lead worship team an average of one Sunday Celebration per month.
4. Coordinate efforts of the Worship Advisory Team (Ministry Team Coaches of all areas relating to Worship) including quarterly feedback and strategy meetings.
5. Work with Ministry Team Coaches to balance the dimensions of ministry, relational support and spiritual growth in their team.
6. Manage the recruitment and training of volunteers specific to Sunday Celebration Set-Up: Audio, Video, Lighting, and Visual Design.
7. Shepherd Worship Team members.
8. Coordinate 2-3 opportunities per year for Worship Team members to receive training and encouragement at local and regional Worship/Workshop Events.
9. Research, gather, and integrate effective song, story, and image resources into Worship.
10. Maintain Worship Ministry weekly e-mail FYI and resource pages for the Bayside West website.
11. Prepare an annual Creative Arts and Worship budget.

Time Considerations: Worship Team Leadership

- This ministry task targeted 25 hours.

B. Creative Arts Development

1. Develop a theology and vision statement for Creative Arts.
2. Promote Creative Arts of every kind, within our church, and to the community.

3. Recruit and train team leaders for: Dance, Drama, Graphic Design, Media (film & video), Storytelling, Visual Arts (drawing, painting, photography, sculpture), etc.
4. Coordinate efforts of the Creative Arts Team including bimonthly feedback and strategy meetings.
5. Work with all team leaders to balance the dimensions of ministry, relational support and spiritual growth in their groups.
6. Manage a system for welcoming and placing Celebration Artists of all kinds into areas of greatest ministry impact within our church, and to the community.
7. Provide regular in-house “workshops”, and coordinate 2-3 opportunities per year for Celebration Arts Team members to receive training and encouragement at local and regional arts events.
8. Supervise Celebration Arts communications, including e-mail lists, net meetings, and pages for the Bayside West website.
9. Develop Artist(s) in Residence as an accountability partner and shepherd.
10. Facilities and Technical Management - Responsible for equipment purchasing and maintenance of audio, video, lighting, computer presentation, and visual design systems related to Celebrations and special events such as Christmas Eve, Easter etc.

Time Considerations: Creative Arts Development

- This ministry task targeted 10 hours.

C. General Staff Ministry

1. Attend the meetings on a regular basis:
 - Pastoral Staff: weekly
 - Mentoring worship leaders on a weekly basis
 - Creative Arts & Worship Team: Weekly
 - Bayside Leadership Team
2. Work closely with Staff & Creative Arts team to coordinate effective Celebrations and events.
3. Delegate administrative tasks to ministry volunteers as needed.
4. Collaborate with Bayside West staff on group projects and events.
5. Provide input and direction for Bayside West overall music ministry.

Time Considerations: General Staff Ministry

- This ministry area is targeted at 5 hours of each workweek.

Relationship:

The Worship Pastor will report to the Lead Pastor and will work closely with the Bayside West Creative Arts & Worship Team, Ministry Team coaches and the Bayside West staff team.