



Job Title: Worship Pastor

Reports To: Lead Pastor

Ministry Area: Worship

Salaried or Hourly: Hourly

Pay Range \$20-25/hr per Expertise

Benefits: Paid Vacation, holidays, shut down week, Sabbatical (40 days/4 years).

Expectation: 24-32 hours/wk (TWH&S)

Supervisory: Staff supervised: 1 PT, 1-2 Interns; MTL's Supervised: 4-6

Key Collaborative Relationships

- > **lead pastor** & teachers in creating, planning & executing worship gatherings
- > **pastoral staff** in resourcing worship in various ministry areas

Key Directive Relationships

- > **worship leaders (3-6)** and vocalists
- > **band leaders (3-6)** and musicians
- > **producers (4)**
- > **tech leaders (4)** sound, lights, screen, & video
- > **information technology leader (1-2)**

Mission & Authority

The purpose of the Worship Pastor role is:

Disciple people by vividly displaying the character of God, especially in the context of gatherings. **Create simple & sacred worship** gatherings that enable people to meaningfully and genuinely encounter God. **Collaborate & coordinate** with staff and volunteer leaders in the areas of teaching, music & technology.

Equip & empower the current and future worship leaders, musicians, & technicians.

The "Wins" in this role and ministry are:

- > **God's character**, attributes, works, creation, and redemption are displayed.
- > **People are transformed** by the truth and grace of God.
- > **People are discipled** via Gather, Word, Table, Praise, & Send.
- > **Worship teams are loved** through communication, coordination and care.
- > **Leaders are empowered and inspired** to collaborate, contribute, & execute.
- > **Excellence is pursued** in all the elements of the worship gatherings.
- > **Creativity flourishes** in our worship of the creative One.

Essential Prerequisites

*"Because of FOUNDRY Church's exclusive purpose of Bringing the Better Way of Jesus to a Busted World through our stated mission: love God | love people | serve the world and to reflect what has always been and will continue to be the position FOUNDRY Church, specifically the Christian belief that **each and every employee and volunteer of the church should minister as a servant leader of God whose primary responsibility is bringing the gospel of Jesus Christ**, FOUNDRY Church shall only employ individuals who: (a) profess a belief in Jesus Christ as their personal Savior and Lord; and (b) subscribe to the statements and policies required of all FOUNDRY Church staff, including the FOUNDRY Church Statement of Faith. Therefore, employees and volunteers of the church, during working and nonworking hours, shall: (i) be ready, willing and able to fulfill such ministry functions as may be required by the organization; (ii) refrain from conduct and statements that detract from the biblical standards taught and supported by FOUNDRY Church, and (iii) abide by all policies and practices of FOUNDRY Church including, without limitation, those related to religious belief or ministry activities."*



Scope of Responsibilities

Disciple people by vividly displaying the character of God

[mission: devoted to bringing the kingdom.]

Asking: Is it multiplying followers and leaders?

- >Cultivate an awe for God through music, lyrics, screen, & speaking
- >Exude an expressive energy for worship of God
- >Engage people through creative elements like stage design, lighting, graphics, etc
- >Possess the gifts and abilities to solo lead vocally and musically

Care for the community of worship artists and technicians

[hospitality: gracious with our circles of relationship.]

Asking: Is it including?

- >Know & enjoy the people that make up the team
- >Create spaces for time together
- >Show appreciation
- >Give honest and helpful feedback
- >Be present in tough times

Create simple & sacred worship gatherings

[authenticity: truthful in our vulnerabilities]

Asking: Is it real?

- >Enable people to meaningfully and genuinely encounter God
- >Lead people through the worship elements of Gather, Word, Table, Praise, & Send
- >Incorporate adoration, confession, & supplication into gatherings

Collaborate & coordinate with staff and leaders in teaching, music & tech.

[creativity: seeing new possibilities]

Asking: Is it the best way?

- >Communicate well through personal and digital tools (email, text, PCO, etc)
- >Initiate collaboration among the areas of teaching, music, and tech teams
- >Look for ways to connect the life of the church into worship gatherings

Equip & empower current and future leaders, musicians, & technicians.

[identity: rooted in relationship with the Heavenly Father]

Asking: Does it make my Father proud?

- >Recruit new artists and technicians
- >Rehearse the planned gatherings
- >Schedule people and help them maintain serve/worship balance
- >Develop current and new people according to gifts & abilities

Wild Card Expectations

Each of our ministry staff are available as Worship Hosts on Sundays, serves a regular half day shift as barista in the coffeehouse, and one day each week as the Minister on Call-responding to pastoral needs that arise (hospitals, walk-in counseling, benevolence, pastoral phone calls, etc) Each ministry staff attends, leads or co-leads a Growth Group.



Top Achievers in this position gifts, skills, & abilities:

Passion for worship

Longs to express praise and be in awe of God.

Influence

Fosters an environment of excellence and accountability. Influences others toward achievement of ministry goals. Demonstrates professional leadership through high levels of performance at all levels. Is seen as a role model for collaboration and positive influence. Possesses the ability to discover and develop leaders who have ability to build teams.

Communication

Responsive in Energetic and Engaging tone. Establishes and maintains staff, ministry team leaders and volunteer relationships. Uses excellent oral and written communication skills. Keeps others informed. Quality design skills in written and electronic communication.

Collaboration

Seeks input and improvement insights. Applies and advocates teamwork and actively participates as a member of assigned teams. Demonstrates appropriate interaction across staff platforms and church partners.

APEST and Strengths Finders

APEST Gifting: Shepherding and Teaching. SF Domain: Relationship Building with these themes-Adaptability, Connectedness, Developer, Empathy, Harmony, Includer, Individualization, Positivity, and Relator

Education & Experience Required for the Role

Expertise in worship and music. Preferred experience in both marketplace and ministry cultures. Ideally, a working understanding of leading a team in creating and offering an engaging and abiding worship gathering. Possesses an undergraduate degree/seminary degree from a bible college.

This description is not intended, and should not be construed, to be an exhaustive list of all responsibilities, skills, efforts or working conditions associated with this job. It is intended to be an accurate reflection of the principal job elements to clarify expectations.

I have read and do understand the above job description and believe I can accept the responsibility of this role, position, and job.

_____ *Date:* _____
Staff Signature

_____ *Date:* _____
Supervisor Signature

