



May 2015

Pastor of Worship Culture Development

Qualifications, Expectations, & Responsibilities

- Reports to the Lead Pastor
- Full Time Employment (Salary + Health Benefits)

Position Overview:

Developing joyful connected, reproducing, passionate and skillful disciples of Jesus is what The Bridge church is all about. Everything we do is for this end. With that in mind the Pastor of Worship Culture Development is a spiritual and organizational leader who oversees the music and arts ministries of The Bridge church. Oversight of this area includes but is not limited to the implementation of The Bridge's mission, values, and vision in the worship area; developing, training, and mentoring worship teams from within our church family, with an eye on mentoring and developing future pastors of worship development; developing ways to help The Bridge church utilize diverse artistic mediums; crafting the themes for each service in conjunction with the lead pastor; training and nurturing team members of various groups throughout the church to use music and the arts for worship; and ensuring each worship service is led in such a way that the congregation has an opportunity for an authentic encounter with God's presence.

Qualifications:

- A visible and growing personal relationship with Jesus.
- A sense of calling to serve in this kind of ministry role and the ability to clearly articulate that calling to others.
- A proven track record of casting vision, creating systems, and implementing those ministry systems, as well as recruiting, developing, and empowering skillful and faithful leaders to function within those systems.
- A track record of success as a team developer.
- Experience as a leader and recruiter of volunteers in all areas of worship ministry in a church with multiple worship services.
- Administratively responsible.
- Proficient in leading while playing keyboard or guitar.
- Understands the dynamics of on-stage communication, especially in the context of a worship set (i.e., proper use of spoken words, instrumental solos, etc.).

- Ability to work with chord charts, sheet music, and guitar tabs.
- Skilled in the use of technology in worship and in the proper use of sound, lighting, computers, and video projection (i.e., Planning Center, etc.).
- At least a basic understanding of the science of sound, lighting, and media.
- Experience in leading both contemporary and traditional genres of worship.
- Able to effectively teach/preach.
- Minimum of three (3) years of worship leadership experience (preferred).
- Strong understanding of the English language (required) and proficiency in the Spanish language is preferred.

Expectations in Personal Life and Walk with Christ

- Pursue a deepening relationship with and dependence on Jesus Christ (John 15) through regular times in the Bible, ongoing prayer, authentic and vulnerable relationships, and living out the Great Commission.
- Be disciplined and diligent with your time, keeping a balance between home and work. Obviously there are exceptions in a workweek. However, one's family should not be sacrificed for the sake of the ministry.
- Be an active member and participant in the life of The Bridge church. Among other things this includes involvement in a Life Group.

Expectations in Creating a Creative Worship Culture

- Through intimacy with Christ, books, conferences, etc., fuel the passionate and drive to see people learn to express praise to God more fully.
- With the lead pastor, dream of new ways to strengthen the worship culture at The Bridge church.
- Labor to create a culture of joyful, doctrinally sound and expressive worship within The Bridge church community.
- Utilize the various gifts from within The Bridge church community.
- Create ways to take worship of the living God into the world.

Expectations in Leadership Development

- Be teachable, respectful to authority and a team player.
- Be eager to grow in Christ-like character and professional proficiency.
- Continually grow as a leader by drawing on available resources (i.e., conferences, books, mentors, etc.).

Expectations in Vision & Mission

- Be in full agreement of The Bridge church's Statement of Faith, Constitution and By-Laws.

- Be in full support of the mission, vision, distinctives and worship philosophy of The Bridge church.
- Be in full alignment with the doctrinal statement of the Evangelical Free Church of America (EFCA).

Responsibilities of the Pastor of Worship Culture Development

- Meet weekly with the lead pastor and other worship planning team members to plan the corporate worship services.
- Develop the necessary teams (bands, tech, artists, etc.) to develop a culture of relevant, dynamic, and authentic worship at The Bridge church.
- Develop and lead (as necessary) multi-piece worship bands, vocalists, musicians, and sound teams.
- Attend weekly all-staff prayer times, pastoral staff meetings, business meetings, and each of the weekend services.
- Spiritually shepherd and practically equip those serving on various worship teams in various departments (Children's, Youth, etc.).
- Personally direct/oversee all weekly worship related activities and rehearsals as necessary.
- Train up and manage the audio and visual teams.
- Stay current on the latest worship songs and approaches to worship, introducing new songs so as to keep the congregation growing in God in a culturally current context.
- Help keep the lead pastor thinking/planning 6+ months out with respect to worship services.
- Introduce our worship teams to worship training provided through other ministries, books, and conferences.
- Set annual goals for the worship ministry that are in line with our vision, and evaluate every 6 months how goals have been attained, and modify as needed.
- Seek out and train up musicians, vocalists, and worship leaders.
- Disciple and train worship team members and encourage them in the use of their worship arts gifting.
- Lead in some form of spiritual formation at every with the entire worship at all rehearsals and team gatherings.
- Be responsible for the organization, care, and upkeep of the stage and all the audio, visual, and miscellaneous equipment associated with the worship service. This includes making sure the stage is completely clean after the weekend services and the equipment put back in its proper place. It also includes developing and managing a system that allows other ministries the possibility of using the equipment with accountability.

Responsibilities of the Pastor of Worship Culture Development (continued)

- Oversee stage set-design, and thematic changes that occur throughout the year.
- Stay up-to-date on all the latest technology, and be thinking of how the church can stay current in this area.
- Set and manage the budget for this ministry.
- Identify and invest in individuals who could be your replacement.
- Teach our people about the spiritual, physical, and emotional aspects of worship.
- Be open to change and the shifting of responsibilities as growth and ministry develop.
- Facilitate a minimum of two training times each year for developing the skills of the sound and tech team.
- Have all the aspects for the weekend services completely ready to go 30 minutes before the beginning of the first service.
- Train individuals from within our congregation to play various instruments with skill.
- Have the worship team for any given weekend to be present during one of the services.
- Other duties as assigned.