

Worship Pastor / Worship Director

Department: Worship

FLSA Status: Exempt

JOB SUMMARY: This position is responsible for curating and pastoring the worship life of Browncroft Community Church (BCC). The Worship Pastor/ Worship Director seeks to shepherd and develop the worship and production staff and volunteers. He or she leads the creation of transformational worship experiences at Browncroft.

REPORTS TO: Executive Pastor

SUPERVISES: Worship & Production Staff

SALARY RANGE: \$70,000 to \$80,000

ESSENTIAL FUNCTIONS:

Worship and Production

- Works directly with the Senior Pastor on all-church ministry vision and strategy: bringing it to life through worship services throughout the year.
- Oversees the planning and execution of all worship services.
- Provides musical and spiritual leadership of primary worship services.
- Trains and develops staff, interns, and lay worship leaders.
- Designs worship services with vision, strategy, year-round continuity of messaging, and relevance to emphasize key church priorities.
- Recruits, trains, and develops volunteers in church worship services, events, and other large musical ministries.

Leadership

- Galvanizes the worship life of Browncroft, and supervises all worship and production professional staff.
- Participates in all-church leadership and vision as a member of the executive staff.
- Provides musical direction to all musical and production volunteers in partnership with the Browncroft staff.
- Provides spiritual leadership, accountability, and training for worship volunteers, interns, and staff.
- Provides vision and leadership for the volunteer-based Worship & Production Leadership Team.
- Makes recommendations regarding present and new worship staff to the Personnel Team.

Finance

- Prepares and oversees the Worship Ministries budget.
- Prepares and makes recommendations for capital purchases within worship & production throughout our campus.

ADDITIONAL RESPONSIBILITIES:

- Coordinates concerts and visits by guest artists.

- Accomplishes all other duties and tasks as appropriately assigned or requested.

EDUCATION & EXPERIENCE:

- Bachelor's degree required or an equivalent combination of related work experience, training and/or education sufficient to successfully perform the essential duties of the job. Graduate work or Master's degree preferred.
- A minimum of five years of job-related experience in Worship Leadership is required.

KNOWLEDGE, SKILLS & ABILITIES:

- A pastor's heart and commitment to personal and corporate spiritual growth and disciplines.
- Open-minded with a commitment to self-development and the development of others.
- Demonstrates competency as a worship leader.
- Excellent time management and organizational skills.
- Effective verbal and written communication skills.
- Excellent people skills and reasoning abilities.
- A demonstrated ability to supervise and direct staff including delegating tasks, leading and motivating others.
- Competency in writing and arranging worship music.
- Strategic visionary with sound technical skills, analytical ability, good judgment, and strong operational focus.
- Well-organized and self-directed individual who is a team player.

PHYSICAL DEMANDS AND WORK ENVIRONMENT:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is occasionally required to stand; walk; sit; use hands to finger, handle, or feel objects, tools or controls; reach with hands and arms; climb stairs; balance; stoop, kneel, crouch or crawl; talk or hear; taste or smell. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by the job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

The noise level in the work environment is usually moderate.

I can, with or without reasonable accommodation(s), perform the essential functions of this position:

Employee Signature

Date

DATE CREATED/REVISED: November 2023