

Worship & Music Pastor

CATEGORY: Regular Full-Time
Exempt

DESCRIPTION: Worship & Music Pastor serving the church by providing spiritual leadership, pastoral care, administrative oversight and organizational purpose on the music and worship programs of the church. Under the Senior Pastor's leadership, serve as the primary pastor for the vision, development, maintenance, and theological grounding of the traditional and contemporary music and worship programs.

RESPONSIBLE TO: Senior Pastor and Executive Committee

RESPONSIBILITIES:

PRIMARY FOCUS:

1. Serve as director of worship and music programming.
2. Serve as director of music ensembles in your area of proficiency. Ensuring appropriate rehearsal and proficient worship performances.
3. Strengthen and grow existing music programs and worship services.
4. Provide oversight and ensuring directorship of music ensembles outside your area of proficiency. Ensuring appropriate rehearsal and proficient worship performances.
5. Oversee the audio/visual/technical aspects of worship services.
6. Through association with the Senior Pastor, plan and lead worship, in conjunction with the Worship and Music Board.

COMMON PASTORAL RESPONSIBILITIES:

7. To proclaim the Word of God in its full truth and purity as contained in the Scriptures of the Old and New Testaments and as set forth in the confessional writings of the Evangelical Lutheran Church.

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8. In conjunction with the Senior Pastor, lead the congregation in vibrant worship services, making the gospel relevant to people's lives through clarity in preaching and communicating a comprehensive understanding of the Bible and Christian theology.
9. Encourage and nurture the spiritual development and beliefs of the congregation through regular teaching of the Bible. Facilitate and promote an open and welcoming environment for all visitors and guests.
10. Conduct baptisms, weddings and funerals, providing appropriate counseling, instruction, preparation and support.
11. In conjunction with the Senior Pastor, conduct visitations and counsel people in the midst of crises (i.e., death, sickness, trauma, or other significant events), where pastoral care is delegated by the Senior Pastor.
12. Install regularly elected members of the congregation
13. Stimulate the creativity of other staff members to develop a well-rounded ministry for spiritual growth, fellowship, evangelism and mission.
14. Participate in regular staff meetings and retreats for team-building, sharing, planning and communication purposes.
15. Work with the appropriate committee(s) to select officers and leaders in the church, based on their gifts and skills.
16. Schedule extended periods of time for study, preparation and planning to develop and maintain a deep level of spiritual growth.
17. Cooperate with the council and Senior Pastor by performing other duties when asked to do so.

QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- A. **EDUCATION and/or EXPERIENCE:** Master's of Divinity degree or equivalent with Synod approval,

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- B. **MUSIC SKILLS:** Prior education and experience in music direction, theory, and performance.

- C. **LANGUAGE SKILLS:** Ability to read, analyze, and interpret complex documents. Ability to respond effectively to the sensitive inquiries or complaints. Ability to write articles using original or innovative techniques or style. Ability to make effective and persuasive presentations on controversial or complex topics to the officers, council, staff and congregation as well as public groups.

- D. **REASONING ABILITY:** Possesses a mind that is open to new ideas – is willing to give them fair trial, adjusts to new situations, seeks new ideas, opportunities for change, is flexible and adaptable. Uses sound judgment. Accurately assesses probable consequences of actions for self and groups, has the ability to make solid decisions based on assessment of facts.