

## JOB DESCRIPTION

### *Pastor of Worship*

Reports to: Lead Pastor  
Employment Status: Ministerial Exception  
Membership: Required to be a member upon hire

## POSITION SUMMARY

The Pastor of Worship is a Christ-centered individual, strong and growing in his faith, a student of the Bible, “above reproach” (1 Timothy 3 and Titus 1), and active in the church. He should demonstrate a “missional” life and have a passion for seeing The Bridge be connected in community—and effectively reaching out to its community—all in pursuit of a genuine, authentic relationship with Jesus Christ. The candidate should be relationally-driven and passionate about equipping the church for missional living. He should also demonstrate an externally-focused life, applying his own God-transformed life to lead and encourage others.

This pastoral position is responsible for the entire worship experience at The Bridge, using contemporary worship with guitar driven bands, higher sound volumes, and creative lighting to set multiple worship moods. Embracing and welcoming people of all ages, The Bridge has a “modern” feel and worship facilitates this setting. Using a variety of male and female vocalists, and fully modern audio, video and theatrical lighting equipment, this position is responsible to set the worship mood for our service and preparation for the message.

## ESSENTIAL DUTIES AND RESPONSIBILITIES

- Serve as a member of the Pastoral Team
- Actively support, implement, and execute the churchwide vision through the worship ministry
- Take an active role in teaching and modeling worship while leading
- Collaborate and communicate with the Pastoral Team in planning and organizing the worship service, including service flow, song selection, testimony preparation, etc.
- Use creativity in relation to worship service or event form and content
- Oversee, recruit, train and schedule worship team and musicians. (A robust understanding Planning Center Online is highly valued.)
- Cast vision for worship team
- Shepherd the worship team by providing discipleship, encouragement, mentorship, and constructive evaluation
- Oversee administrative details, including budget, equipment orders, scheduling, rehearsals, sheet music, ProPresenter etc.
- Oversee and develop student worship teams, including training and developing Worship Apprentices and Interns in student ministries
- Oversee and coordinate with technical teams, including sound, lighting and video/multimedia
- Develop mentoring relationships between those who have less and more experience
- Attend conferences, seminars, and workshops for professional enrichment

- Develop and lead other worship experiences such as monthly Worship and Prayer nights, special holiday services, outreach events, praise and prayer events, etc.
- Share in other pastoral responsibilities for external outreach
- Review song catalog for biblical and theological accuracy and edification to The Bridge congregation
- Other duties as assigned

### **General Pastoral Duties**

- Shepherd and care for the congregation
- Conduct congregational care visits, counseling sessions, weddings, funerals, baptisms, etc. as needed
- Pray for congregants or attendees during life special moments, crises, and as needed
- Ensure all teaching within ministry area is biblically sound
- Disciple others as needed

### **MINIMUM QUALIFICATIONS (KNOWLEDGE, SKILLS, ABILITIES)**

- Must have a strong and growing relationship with Jesus Christ that is evident in both the personal and professional life
- Must agree to The Bridge's missions statement, values and confessions of faith
- Must be able to uphold and support the mission statement, values and confessions of faith
- Must feel called by God into ministry
- Must demonstrate a pastor's heart from stage as the primary worship leader
- Must possess a Bachelor's degree in music and/or biblical studies or related field
- Must have experience in large church worship ministry leadership
- Must have a heart and passion for contemporary modern worship music
- Must be a skilled musician who with the ability to read music
- Must be a skilled musician with the ability to arrange and oversee primary instruments, including electric and acoustic guitar, bass guitar, acoustic and electric piano, drums, lead vocals, background vocals, and other instruments as necessary.
- Must be able to read people and respond to the Holy Spirit's prompting
- Must be able to work with in-ear monitors (with backing tracks) and house guitar amplifiers backstage to minimize stage volume
- Must be familiar with stage technical equipment, including sound boards, lighting, amps etc.
- Must have experience with creative arts and their multiple forms
- Must be a leader of leaders who raises up and develops staff teams and leaders/volunteers
- Must have a track record of reliability, dependability and conscientious work habits
- Must be a vision caster and promoter who can keep the team encouraged for the long haul
- Must have excellent verbal and written communication skills
- Must be an energetic self-starter who is structured, organized and focused, but flexible
- Must be a leader who can and will delegate
- Must be a multitasker who does not become easily overwhelmed



## ABOUT THE BRIDGE

The Bridge is an externally-focused church seeking to embrace our “sending” by Christ into our community and world in order to see people redeemed and transformed for His glory. Our mission statement is: “Inviting the striving to something really real.” Guided by the Holy Spirit, we are a people who are a manifestation of the gospel and who seek to become stewards of the transforming message of God’s love and grace as we invite God to invade and inhabit every moment of our lives.

Founded in September 2003, The Bridge has sought to grow primarily through salvation. Currently, our total attendance (including the children’s program) is 2,300 on a given weekend—and we continue to grow. The Bridge desires that all of our attendees become true disciples of Jesus Christ. Discipleship is about living out a life of radical obedience to Christ and being transformed by His Word through His grace. At The Bridge, people experience that life transformation and an ever-deepening relationship with Christ through “Big Group” (main worship service) “Small Group” (weekly community groups meeting in homes) and “No Group” (personal devotional time in God’s Word).

## 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 position. Reasonable accommodations may be made to enable individuals with disabilities to perform the functions. While performing the duties of this position, the employee is regularly required to talk or hear. The employee frequently is required to use hands or fingers, handle or feel objects, tools, or controls. The employee is occasionally required to stand; walk; sit; and reach with hands and arms. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this position include close vision, distance vision, and the ability to adjust focus. The noise level in the work environment is usually low to moderate.

## NOTE

This job description in no way states or implies that these are the only duties to be performed by the employee(s) incumbent in this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. All duties and responsibilities are essential functions and requirements and are subject to possible modification to reasonably accommodate individuals with disabilities. To perform this job successfully, the incumbents will possess the skills, aptitudes, and abilities to perform each duty proficiently. Some requirements may exclude individuals who pose a direct threat or significant risk to the health or safety of themselves or others. The requirements listed in this document are the minimum levels of knowledge, skills, or abilities.