



Worship and Media Pastor

GENERAL OVERVIEW

The servant in this position is to be an enhancement to the ministry of South Baptist Church by building, developing, and leading the worship ministries of the church. He shall seek to assist this body of Christ in expressing our love for God with all our heart, soul, mind and strength in corporate worship. He will also assist this ministry by coordinating the local outreach ministry of the church.

QUALIFICATIONS

- He will have a self-awareness of receiving a call from the Lord to the work of the ministry.
- He will have to meet the spiritual requirements as outlined in I Timothy 3 and Titus 1.
- He will have to adhere to the constitution of South Baptist Church.
- He will have a “team worker” mindset, in that he desires to work alongside the Lead Pastor and other ministry staff for the benefit of the ministry.
- He will have an understanding of biblically-based worship ministry.
- He will have musical skills and ability to confidently lead vocally and instrumentally.
- He will have a working knowledge of sound, video, and lighting technology.
- He will have a desire and ability to teach the Word of God.

RESPONSIBILITIES

Primary Responsibility – Worship: Because we value whole-hearted, God-focused worship, and employ the use of several different instruments and a rotating praise team, leadership in this area will require:

- Planning the corporate worship experiences for the church and youth group with prayer, conceptual forethought, theological sensitivity, music appropriateness, and in consultation with the Lead Pastor.
- Modeling and leading heartfelt worship in an invitational style – that draws people in, encourages participation, and points people to Jesus
- Recruiting, auditioning, teaching, and training musicians in the church to serve the congregation as a team with musical skill and humility
- Overseeing the scheduling of all singers, instrumentalists, and those working with the lighting, video, and sound technology for the weekly worship services.
- Leading weekly rehearsals that serve a dual purpose: preparation for Sunday and Wednesday services and cultivation of Christ-centered community.

Secondary Responsibility – Because all of our pastoral staff fulfill multiple roles to help meet the needs of the church, the secondary roles of this position will match the strengths and passions of the individual with the church’s needs. Secondary responsibilities will therefore be flexible.

Other opportunities of ministry: These are commonly understood to be a function, or related to pastoral ministry, or are supportive to the overall ministry goals of the church, and may be extended from time to time at the discretion and request of the Lead Pastor. These may include, but not be limited to, the following:

- Preaching and/or teaching before either the entire congregation, or designated groups within or without the church.
- Assisting with various matters related to worship services and special events.
- Assisting with various matters related to other ministries within the church.
- Participate in staff meetings and activities.

- Attending committee meetings, according to the suggestion of the Lead Pastor.
- Providing leadership for specified short-term projects.
- Assisting the Lead Pastor in visitation, funerals, weddings, baptisms, and communion.

EXPECTATIONS

- He will conduct himself in such a way that his behavior, speech and attitudes represent a high standard of holiness. He will strive to live in such a way as to bring utmost respect to the office of Pastor.
- He will demonstrate a strong sense of loyalty to the other members of the church's staff and leadership team, endeavoring to be cooperative in the carrying out of his ministry tasks.
- He will keep the Lead Pastor and/or secretary apprised of his whereabouts during those days he is considered to be "on duty".
- He will keep regular working hours, as approved by the Lead Pastor.
- He will keep the Lead Pastor informed of what is going on in his area of ministry during a weekly meeting with the ministerial staff.

ACCOUNTABILITY

- He is primarily responsible to the Lord, performing ministry and leadership with enthusiasm and seeking to please Him.
- He is secondarily accountable to the Lead Pastor, who will have direct authority and supervision over him, and to whom he will report to directly.
- He is accountable to our church constitution, and as already stated, must be willing to adhere to what is contained in it.
- He is accountable to the church's Deacon Board, and will therefore provide a monthly written update regarding his ministry.

OPPORTUNITIES

- He will have adequate office space and secretarial support.
- He will have the opportunity to initiate new ministries within the church, under the guidance of the Lead Pastor.
- He will be paid an annual salary, along with benefits, determined at the annual business meeting, based on the recommendations of the Personnel and Budget Committees.
- He will be given a set amount of paid vacation each year, which will be determined at the annual business meeting, based on the recommendations of the Personnel Committee. This will be scheduled with the approval of the Lead Pastor. He will also have one day off during the week to be utilized for personal and family purposes.
- He and his wife will be invited to attend all the Michigan State conferences at the church's expense.
- If requested to do so, and with the approval of the Lead Pastor, he may accept leadership responsibility on a board or committee related to his area of ministry.

This document is dated January 26, 2023 and supersedes any and all other previous documents regarding this position.