



Pastor of Worship

Position Scope: Full-time; Sunday-Thursday

Position Status: Exempt

Salary: \$60,060 - \$76,000

Reports to: Executive Pastor

Department: Worship

Ministry Vision

A Fearless Church of Christ Followers whose Ridiculous Love and Dangerous Witness are Irresistible.

Ministry Responsibilities

The Pastor of Worship oversees the ministry operations of the department, promotes the spiritual and professional development of the team, and oversees the planning of the Normal Campus Sunday services and special events.

Essential Duties

<u>Description</u>	<u>% of Time</u>
<p><i><u>Vision and Strategic Development</u></i></p> <ul style="list-style-type: none"> Oversee the strategic planning process of Normal campus worship in alignment with Eastview's vision Support Lead Pastor in the development of Eastview's understanding of worship 	25
<p><i><u>Leadership Development</u></i></p> <ul style="list-style-type: none"> Develop the worship staff spiritually, musically, and pastorally Influence in the spiritual, musical, and pastoral development of worship volunteers 	25
<p><i><u>Ministry and Pastoral Responsibilities</u></i></p> <ul style="list-style-type: none"> Serve as the spiritual shepherd of the Worship team. Develop them in their role(s) as spiritual shepherds of the volunteers Oversee daily operations of Normal campus worship personnel Work alongside the Lead Pastor in the planning process of ideation, critical thinking, and implementation processes of the Normal campus worship services Collaborate with Video, Graphics, and Tech ministry teams to coordinate Sunday services in line with Eastview's mission, vision, values, and culture Oversee scheduling of worship ministry partners and volunteers 	50

<ul style="list-style-type: none"> • Oversee and delegate host development and scheduling • Serve as primary worship leader on Sunday mornings • Share in playing, singing, charting, recording, and arranging as needed • Assist in the direction of rehearsals 	
<u>Miscellaneous</u> <ul style="list-style-type: none"> • Other duties as assigned 	

Supervisory Responsibilities

This position supervises the worship team, ministry partners, and volunteers.

Required Core Competencies

- *Conflict Management* – steps up to conflicts, reads situations quickly, good at focused listening
- *Developing Direct Reports and Others* – provides challenging stretch tasks, holds development talks
- *Emotional Intelligence* – self-awareness, motivation, self-regulation, relates well to all kinds of people, builds appropriate rapport
- *Strategic Agility* – sees ahead clearly, anticipate future consequences, broad knowledge and perspective
- *Building Effective Teams* – blends people into teams, creates strong morale, share wins
- *Priority Setting* – spends time on what’s important, quickly zeros in on critical few, eliminates roadblocks

Required Qualifications

Experience

- 5+ years of vocational worship ministry especially in leading volunteers and collaborating successfully with other church staff
- Solid Christian theological understanding
- Strong pastoral and leadership experience
- Strong technological knowledge of music software such as Ableton, Logic, and Finale
- Excellent interpersonal, verbal, and written communication skills
- An effective team player
- Proficient in Microsoft Office (Word, Excel, Outlook, PowerPoint, Teams, and Publisher) and Adobe products

Education

- Bachelor’s degree in music and/or ministry

Preferred Qualifications

Experience

- Knowledge in sound and technical production
- Ability to write songs, compose, and arrange music

Physical Demands

Stand:	O	Hearing/Listening	C
Sit:	C	Carry/lift 0-10 lbs	F
Walk:	O	Carry/lift 11-20 lbs	O
Run:	N	Carry/lift 21-50 lbs	N
Reach Outward:	C	Carry/lift 51 - 100 lbs	N
Reach Above Shoulder:	O	Carry/lift 100+ lbs	N
Climb (stairs/ladders):	O	Push/Pull 0-12 lbs	O
Crawl:	N	Push/Pull 13-25 lbs	N
Stoop, kneel, or crouch:	O	Push/Pull 26-40lbs	N
Bend:	F	Push/Pull 41-100 lbs	N
Talk:	C		

N (Not Applicable) Activity is not applicable to this occupation.

O (Occasionally) occupation requires this activity up to 33% of the time (0 - 2.5+ hrs/day)

F (Frequently) occupation requires this activity from 33% - 66% of the time (2.5 - 5.5+ hrs/day)

C (Constantly) occupation requires this activity more than 66% of the time (5.5+ hrs/day)

Work Environment

100% working indoors in a moderate noisy atmosphere and environmentally controlled conditions with expected long hours in front of a computer screen. Sedentary physical activity performing non-strenuous daily activities of an administrative nature. Manual dexterity sufficient to reach/handle items and work with the fingers. Overtime requirements as needed for special projects.

Benefits

- Paid Time Off: holidays, vacation, sick, personal, and service days (camp or mission trip sponsored by Eastview)
- Discounts in Café 19 and Health Club
- 403(b) Retirement Plan
- Maternity and Paternity Leave
- Staff Milestone Program
- Tuition Assistance Program
- Group Health Insurance with an HSA and paired with an HRA
- Dental and Vision Insurance
- Flexible Spending Account and Dependent Care Account options
- Term Life and AD&D – Church provides \$50,000 coverage on the staff member
- Long Term Disability