



# Worship Pastor/Director

## Overview

This full-time, salaried position carries the primary responsibility of overseeing all aspects of corporate worship at Peoples Church. The ideal candidate will be able to cultivate and thrive within a team culture—building, equipping, and releasing others to fulfill the mission of the ministry. Candidates must demonstrate a personal and growing relationship with Jesus Christ, a humble teachable spirit, and a healthy family life. Above all, this person must be a Spirit-led follower of Jesus with a passion for worship and a clear calling to serve our church family.

Peoples Church is located in downtown Pinckney, Michigan: 15 miles north of Ann Arbor and within commuting distance of Detroit, Lansing, and the greater Southeast Michigan area. We are affiliated with the Evangelical Free Church of America (EFCA). While we value excellence in our ministries and Sunday gatherings, our primary focus is a missional and relational discipleship model that shapes everything we do.

## Roles & Responsibilities

- Cultivate an environment where worship becomes a natural rhythm in every area of life at Peoples.
- Lead and shepherd the worship arts ministry: recruiting, training, equipping, discipling, and caring for worship artists.
- Collaborate with the Lead Pastor and staff to ensure the tone, style, and content of worship that draws people into shared, Spirit-led encounters with God.
- Oversee the scheduling, preparation, and production of Sunday services, ensuring clear and timely communication with worship artists and volunteers.
- Partner with the Associate Pastor to support and develop student worship, training and discipling students in worship leadership.
- Provide oversight for all worship technology, including:
  - Scheduling: Planning Center
  - Presentation: ProPresenter
  - Tracks: Multitracks
  - Sound: Behringer X32
  - Lighting: LightKey
  - Video: Blackmagic systems with PTZ cameras
  - Livestream: Boxcast
- Plan and responsibly manage the worship ministry budget.
- Stay current with best practices in worship arts through reading, conferences, podcasts, and ongoing professional growth.
- Collaborate with other ministries and staff to support and highlight worship within their ministry areas.

- Work with the Lead Pastor and staff to carry out the broader vision, leadership, and strategy for spiritual growth at Peoples.
- Assist the elders and staff in shepherding and caring for the church family.
- Participate in regular staff meetings, church events, and collaborative projects.
- Carry out additional responsibilities as individual gifting, strengths, and spiritual calling allow.

### **Personal Qualifications**

The candidate must demonstrate:

- A deep and growing love for Jesus and a commitment to a spiritually balanced life (prayer, Scripture, worship, outreach, stewardship, rest).
- A love for people and a pastoral heart that leads others in spiritual growth.
- Christian character and servant leadership consistent with 1 Timothy 3:1–7, Titus 1:5–9, and 1 Peter 5:1–4; both in ministry and in home life.
- A proven ability to disciple, equip, train, and raise up others for ministry.
- A clear passion and calling from God to lead the church in biblical worship.
- Doctrinal alignment with the Peoples Church Statement of Faith, doctrinal positions, mission, and core values.
- A strong work ethic, personal integrity, and an ability to work collaboratively with staff and volunteers.
- The ability to successfully pass a criminal background check.
- Desire to live near and participate in the Pinckney community as a whole.

### **Education & Skills**

- Bachelor's degree with training in music and/or biblical studies preferred.
- Experienced, engaging worship leader capable of leading others in worship.
- Giftedness and calling to work with and equip worship artists.
- Demonstrated ability to oversee worship technology as listed above.
- A minimum of three years of worship leadership experience in a local church (preferred).

### **Hours & Benefits**

- Full-time position (minimum 40 hours per week) with competitive compensation, including health, dental, vision, retirement match, expense account, phone allowance, paid time off, and holidays.
  - Pay Range: \$50k-\$60k+ depending on experience
- This ministry staff position reports directly to the Lead Pastor.