

JOB DESCRIPTION

PASTOR OF MUSIC AND WORSHIP

Department

Staff Pastor

Position

Pastor of Music and Worship

Reporting Relationship

Pastor

Principal Function

The Pastor of Music and Worship will provide pastoral oversight to the music and worship ministries of First Baptist Church.

Qualifications

1. Meets the hiring and evaluating criteria of pastoral leadership at First Baptist Church:
 - *Calling* – demonstrates a clear call to gospel ministry and demonstrates a calling to serve the church through music ministry.
 - *Character* – gives evidence of the character and conduct expected of a pastor, as explained in passages such as 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4
 - *Competence* – demonstrates competence in matters pertaining to pastoral ministry in general and matters pertaining to this specific area of ministry as well
 - *Chemistry* – gives evidence of the ability to work well with others and be part of our pastoral team
2. Possesses the desire to serve in a pastoral role amongst the entire membership of First Baptist Church, with specific oversight of worship and music ministries. Possesses the ability and desire to teach the Word of God, as is expected of all pastors or overseers (1 Timothy 3:2; Titus 1:9). Possesses the ability and desire to share in the spiritual oversight and shepherding of the congregation, as also is expected of all pastors or overseers (Acts 20:28; Hebrews 13:17; 1 Peter 5:2-3).
3. Possesses a sound, orthodox, holistic, and thoroughly biblical theology and is able to articulate that to others.
4. Possesses a healthy ecclesiology, which is grounded in the conviction that the church is the primary vehicle God has established to advance His gospel, accomplish His purposes, and glorify His Son, Jesus Christ.
5. Possesses a robust theology of worship that is rooted in the teaching of the Scriptures, informed by Christian history, and marked by a desire for congregational participation.
6. Possesses a holistic view of worship, seeing music as a very important aspect of worship but not the only aspect (i.e., Scripture reading, prayer, offering, preaching).
7. Demonstrates a willingness and desire for worship planning to be a shared exercise with the other pastors.

8. Demonstrates a sensitivity to and strong desire for unity in the body, and seeks to plan worship accordingly.
9. Demonstrates the wisdom and ability to choose congregational hymns/songs that are biblically and theologically sound in content, linguistically rich in imagery and poetry, musically appropriate, and easily sing-able for the congregation.
10. Demonstrates the ability to lead congregational hymns/songs that meet the above criteria but which also vary in terms of old and new.
11. Places a high priority on congregational singing, both in planning and in leading.
12. Demonstrates the ability to lead and conduct a choir, instrumental ensembles, and other musical groups as needed; and views all of these opportunities as ministry opportunities (i.e., opportunities to exercise his pastoral gifts).
13. Demonstrates the ability to plan, coordinate, and lead special events, such as choral concerts, Christmas and/or Easter programs, etc.
14. Possesses at least an undergraduate degree in music along with a high degree of musical knowledge and skill (instrumental, choral, vocal, etc.) and is theologically-minded, preferably with theological training.
15. Possesses a desire to help provide music and worship education for our children and youth.
16. Demonstrates the desire and ability to equip the pianist and organist (and other musicians) by providing them with ongoing training and encouragement.
17. Demonstrates the desire and ability to equip music ministry leaders and participants by providing them with ongoing training and encouragement.
18. Demonstrates the desire and ability to oversee the media ministry and help provide training and encouragement to the Director of Media and Communications.

Responsibilities

1. Assist the Pastoral Staff in planning and leading the gathered worship of First Baptist Church, especially in the song and music selections.
2. Assist the Pastoral Staff in shepherding the congregation and providing pastoral care to the sick, the grieving, the discouraged, the homebound, and those facing crisis.
3. Teach the Word and disciple the congregation through song.
4. Provide pastoral leadership and oversight to the Adult Choir, Instrumental Ensemble, Handbells, Children and Youth Choirs, and any other music-related group within the church.
5. Equip the pianist and organist (and other musicians) by providing them with ongoing training and encouragement.
6. Supervise the music and worship education programming for children, youth, and adults. In particular, ensure that our curriculum and our songs are biblically and theologically sound, God-centered, gospel-saturated, and sing-able. Included in this supervision will be ongoing training for teachers and volunteers.
7. Plan, coordinate, and lead music-related special events, such as choral concerts, Christmas and/or Easter programs, etc.
8. Recruit volunteers for music and worship ministries and provide training for them. When necessary, work in cooperation with appropriate persons, such as the Personnel Committee for the recruitment and selection of paid workers.

9. Prepare and manage a budget to cover all aspects of the church's music and worship ministries. Be responsible for the proper allocation of funds.
10. Cooperate with other ministries and pastors of the church in the planning and coordinating of activities and events. Work with organizational leaders, teachers, and appropriate staff members to establish policies and resolve any philosophical, procedural, and/or scheduling issues.
11. Coordinate music, sound, and media needs for all church events, as well as weddings, funerals, etc.
12. Supervise and give direction to the Director of Media and Communications.
13. Keep informed of good resources related to music and worship.
14. Keep informed of denominational goals, emphases, publications, materials, and plans in order to make use of them as they relate to the local church and its programs.
15. Serve as a liaison to outside organizations that request and make use of our facilities for music-related events, such as Jackson Choral Society, etc.
16. Perform other duties as requested by the Senior Pastor.