

# HEARTLAND CHURCH

## **Worship Arts Director/Pastor Job Description**

**Job Title:** Worship Arts Director/Pastor (Ideally, would be an elder or willing to work towards eldership as leading worship is in line with “ministry of the word.”)

**Reports To:** Lead Pastor/Elder

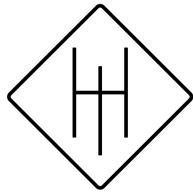
**Position Status:** Full-Time (40+ hours per week) or Part-Time (20+ hours per week with room to hire additional apprentices)

### **Job Summary**

The Worship Arts Director/Pastor is tasked with being the lead worshipper through song at Heartland Church. He is directly responsible for overseeing the worship art’s ministry and managing volunteers. Ideally the individual will be ordained as a Pastor/Elder or willing/capable of working towards ordination.

**Primary Responsibilities** (not designed to be all inclusive, additional duties may be assigned)

- **Shepherd**
  - Intentionally work to not only serve the worship team but shepherd them.
  - Cast vision for worship team by being devoted to prayer and the study of the word.
  - Ensure the worship ministry at Heartland is a ministry of the Word.
  - Encourage the worship team with the truth of scripture.
  - Shepherd the worship team by reminding them of the privilege it is to lead God’s people creating excitement rooted in the gospel.
  - Prioritize discipleship for himself and for the worship team.
  - Serves as an under shepherd to King Jesus, relying on the leading of the spirit.
  - Model’s humility for the worship team and the church.
  - Build the worship ministry on the Gospel rather than on an individual.
  - Quick to listen, slow to speak.
  - An equipper of the saints for the work of ministry
  - Spend regular time with worship ministry volunteers both individually and in large groups.
  - Prayerfully select and identify music to be played during the weekly gathering, events, etc. Regularly implementing new music.
- **Worship**
  - Work with pastoral staff to plan worship services / special events.



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- Prepare and provide all materials needed to worship team members digitally and in-person for rehearsals and services in advance.
- Lead rehearsals in preparation for worship services or equip team members to do so.
- Oversee and provide support necessary to band and tech teams during worship services.
- Able to give and receive feedback in a healthy, biblical way.
- Lead congregation from the platform during worship services and special events or equip the worship team to do so.
- Communicate with and engage worship ministry leaders both on Sunday mornings and throughout the week uses multiple communication channels.
- Develop and maintain an ongoing strategy for recruiting new volunteers.
- Work with volunteers to sharpen their skills.
- Manage the worship arts ministry budget.

## **Conditions of Employment**

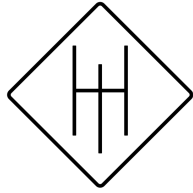
- Models the biblical standard of personal conduct and lifestyle that is expected of all Heartland Church staff and member.
- Fully participates in the life of the church as an active member.
- Supports and adheres to the mission, vision, values, and philosophy of ministry of Heartland Church.
- Submits to and supports the leadership of the elders.
- Works well as a team player with the elders, deacons, staff, leaders, and members of Heartland Church
- Committed to an Acts 1:8 approach to ministry which includes gospel advancement to neighbors and the nations.

## **Staff Qualifications**

- Character: staff members are required to be persons of high character.
- Competency: staff members are expected to have high competency in the area of their specific role and responsibilities.
- Culture: staff members are expected to operate well within the culture of Heartland Church.

## **Education and/or Experience:**

- Possess a BS or BA degree from an accredited college or university preferred
- Preferred 5+ years church staff experience
- Strong interpersonal skills



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- Effective communicator (written and spoken)
- Administration skills
- High level of expertise as a musician

## **General Expectations**

- Should always exhibit professionalism, demonstrated by a well-groomed appearance, conscientious work ethic, teachability, and accountability.
- Should be willing and able to adapt quickly to changing circumstances, with composure and flexibility.
- Should be ever conscious of the need for confidentiality.
- Should always exercise discernment and wise judgment.
- Should be a person who gives extreme attention to details with an eye for excellence.
- Should have a willingness to seek new information, training, and resources as needed.
- Should be a self-starter and good at multi-tasking and prioritizing projects.

Signature of Worship Arts Director/Pastor:

Date:

Signature of Supervisor:

Date: