

POSITION DESCRIPTION

TITLE: Worship Pastor
CURRENTLY HELD BY: Josh Gray
REPORTS TO: Lead Pastor/Elders
LAST UPDATED: June 7, 2017

Mission

Northwest Bible Church exists to glorify God by 'celebrating' the gospel, 'connecting' as the church, and 'contributing' to the mission of making disciples of Jesus Christ.

General Description of Duties

The Worship Pastor oversees all aspects of the church's gathered worship. He is the point person for worship at Northwest and the leader and organizer of all volunteers and functions related to worship.

Responsibilities

- Execution of Weekly Sunday Worship Gathering (everything except preaching). I am a "project manager" for each week's gathered worship - I'm the point person and primary facilitator, but I'm always involving others.
- Driver of overall Worship Vision, Culture, DNA, and Development
- Oversight of all teams related to Sunday Gathering - worship, production, tech, sound/lighting, setup, communion, etc.
- Discipleship and Spiritual Formation of key worship ministry personnel
- Developing new leaders and teams for the various expressions of worship at Northwest
- Being a "Chief Theologian" of worship and liturgy at Northwest
- Being a "Chief Reporter" of the many developing God Stories at Northwest (Ps. 111:2)
- Writing and producing music and recordings that reflect Northwest's worship culture and contribute to our mission of gospel formation and renewal
- My job is primarily "Sunday-morning-centric" - I own and oversee the ministry of gathered worship. My "throughout the week" responsibilities (discipleship, planning, theological development, etc.) flow out of and tie back to the Sunday gathering.
- Leading or facilitating worship at other gatherings outside of Sunday mornings.
- Other responsibilities as delegated by the Elders of Northwest.

Supervises/Oversees

- Volunteer Worship Leaders (currently: Josh Gray, Alyssa Ghubril)
- Volunteer Service Leaders (i.e. vision, God-story videos, announcements, etc.)
- Volunteer Team Members
- Potential future worship interns

Define the win: what does success look like?

- Sunday morning worship is Spirit-filled, God-centered, hospitable, and formative
- Northwest becomes "known" for the quality and transcendence of its worship gatherings and is contributing to the broader conversations about worship in our city and region
- Northwest is identifying and raising up new worship leaders and teams for mission (i.e. both inside and beyond our ministry context)
- Sunday mornings are marked by careful attention to detail (slides, spoken words, prayerful presence, thoughtful execution)
- Northwest's worship is self-consciously biblical and gospel-centered, emphasizing the great truths about God that tend to get left out of much "contemporary worship" music
- The Word - the sacred Scriptures - are central in our worshiping life, such that people can't separate the service into "music" and "Word" (preaching); rather, the Word is infused throughout the corporate gathering
- I'm personally discipling the key and emerging leaders within the worship ministry
- I'm growing in my depth and skill as a practitioner-theologian

How will I be evaluated?

- On the quality of Northwest's worship gathering (by the Elders)
- On my teamwork and submission to the broader leadership of the elders (by the Lead Pastor)
- On my development of other leaders (by the Lead Pastor)
- On my leadership ability (assessment by those I'm leading)

Expectations and Compensation:

- 40-50 hours per week
- Salary & Benefits as per Compensation Guidelines
- 3 Weeks Vacation Per Year
- Flexibility for outside ministry as approved by Elders

Development:

- Drink deeply from and memorize the Psalms as inspiration for worship and song writing.
- Interact with and apply major works on worship and liturgy (i.e. *Rhythms of Grace* by Cospers, *Worship by the Book* by D.A. Carson, *Doxology and Theology* by Matt Boswell, *Desiring the Kingdom* by James K.A. Smith, *Unceasing Worship* by Harold Best).
- Stay up to date on the content of major worship/liturgy blogs: Cardiphonia, Sojourn Worship, Bifrost Arts, James KA Smith, etc.
- Seek out and establish regular engagement with men who you can pray with, be challenged by, confess to, and apply the gospel with; men who really know and love you.
- Pursue theological and pastoral formation as advised by the Elders of Northwest.