



Worship Pastor Job Description

Introduction

The worship pastor position at Graham Emmanuel Baptist Church (GEBBC) entails numerous expectations, both general and specific. Granted, it is understood by the search committee that all candidates possess strengths and weaknesses. A qualified candidate need not feel completely proficient in every expectation listed below to apply.

However, a willingness to serve faithfully within all the listed expectations, especially the “**General Expectations**”, is required. As with all the pastors, GEBBC looks forward to helping the next worship pastor grow in his professional skills and spiritual maturity through conferences, continued education, and experience.

I. General Expectations

The Worship Pastor position:

1. Functions as an elder of the church, serving on both the elder board and church board (elders, deacons, deaconesses, etc.). This includes attending elder and board meetings, producing monthly board reports, submitting to the authority of the elder board, working specifically under the supervision of the senior pastor, and being willing to serve as an elder in other areas beyond just the realm of worship ministry.
2. Serves as the pastor over worship. This means especially leading of the congregation in music and singing during Sunday services, as well as in other settings. It also means pastoring the congregation in other areas of worship like prayer, Scripture reading, etc.
3. Serves under the supervision of the senior pastor, carrying out assignments given by the senior pastor and under the accountability of the elder board. This is shown especially in regular, open communication with the elder board about worship ministry.
4. Functions as an employee of the church, acting in accordance with GEBBC's code of conduct including, but not limited to: keeping required work hours, faithfully submitting materials on time, and fulfilling duties requested by the senior pastor or elder chairman.

II. Specific Expectations

The worship pastor shall:

1. Recruit, organize, and oversee members of the church into worship teams to lead the congregation in musical worship via singing and instrumentation.
2. Oversee and organize Sunday worship services at the church, including setting a service schedule, helping put together informational materials (bulletins, guest speaker tables, mission tables, etc.), and other arrangements.
3. Shepherd various age groups in the congregation to musically praise God with singing and instrumentation. This includes the organizing of adult and children's choirs, bands, and orchestras.
4. Steward the worship center by overseeing its visual aesthetics, particularly the stage, in a way most conducive to worshipping God with beauty and excellence (Ex. 32:1-11)
5. Oversee and manage the technology and equipment needed for the worship center and other ministry spaces, making sure that equipment is up to date, in working order, well organized, and suitable for all the respective ministries of the church. This includes but is not limited to: Sunday's live stream, managing the church's YouTube account, music subscription services, etc.
6. Arrange and organize other special services meant for worship at the church, including but not limited to, holiday services, recitals, etc.
7. Lead the congregation in worship in such a way that disciples. That is, leading the church via music to know God, submit to God, and glorify God in every aspect of their lives through faithful submission to His Word. This means a heavy emphasis on God's Word.
8. Be willing and available to fill as needed to preach from God's Word during Sunday services (typically 1-2 times a year with the possibility for more if agreed upon), as well as in other settings (i.e. classroom, small group, etc.) in the church.



Worship Pastor Candidate Profile

Introduction:

Although any candidate might be capable of merely performing the duties of a worship pastor at Graham Emmanuel Baptist Church (GEBC), we believe God intends a certain kind of candidate to fulfill this position, one who possesses a specific set of spiritual traits, attitudes, and qualifications. While man looks at the outside, God looks at the inside (1 Samuel 16:7; Luke 22:24-27).

We ask that every interested candidate read this profile with their spouse and reflect, pray, and examine whether they fit the description of the ideal candidate. While all of us fall short of the glory of God (Rom. 3:23) and fail to perfectly keep the requirements listed below, we desire consistency in these areas and will search for it in candidate interviews, reference calls, and on the candidate's social media pages.

I. Spiritual Requirements

The worship pastor shall:

1. Be a mature believer, displaying wisdom in both thought and action, having walked faithfully with the Lord for a consistent period of time with a clear testimony of salvation (1 Tim. 3:6; Eph. 4:11-16; 1 Pet. 2:2; Heb. 5:14).
2. Display an attitude—first and foremost—as a member of the local Body of Christ, one who leads his family as a godly husband and father (if having children), and who worships, grows, serves, and disciples alongside his brothers and sisters in Christ in the church family (Rom. 12:4-5; Heb. 10:25; Eph. 2:19-22; 1 Pet. 2:5; Col. 3:19; 1 Pet. 3:7; Ps. 103:13; Eph. 6:4).
3. Fulfill the spiritual qualifications for an elder as described in 1 Timothy 3:1-7 and Titus 1:6-9, including currently being married to one wife.
4. Consistently display the fruit of the Holy Spirit in both private and public conduct—including social media (Gal. 5:22; 1 Pet. 3:16; Prov. 10:9; Phil. 4:8).
5. Display a servant's heart, seeing his position as an opportunity to serve both God and His flock, not as a platform to elevate himself (Luke 22:24-27; 1 Peter 1:5)

6. Reflect the character of Christ in the following ways: 1) in humility in one's interactions with leadership and congregants, 2) in a desire for unity that seeks reconciliation in all circumstances, 3) in a sincere love for others, 4) in a desire to glorify God the Father in all he does (Phil. 2:5-7; 1 Peter 2:21-25; 1 Cor. 10:31; Eph. 5:2; Heb. 13: 1; 1 John 4:7).

II. General Requirements

The worship pastor shall:

1. Have the desire to serve in church ministry as one's life calling (1 Tim. 3:1; 1 Pet. 5:2).
2. Have a proven ability to teach and disciple God's flock with biblical truth as a faithful shepherd, particularly in matters of spiritual worship (Rom. 12:1; 2 Tim. 2:2, 3:2, 16; Tit. 2:2).
3. Agree with and affirm the doctrine of GEBC as outlined in its doctrinal statement (Tit. 1:9, 2:1; 2 Tim. 4:2-4).
4. Be qualified to serve as an elder of the church and thus function as a *de facto* co-leader of the entire congregation alongside the other elders, not just as the sole leader of worship ministry (Acts 20:28; 1 Pet. 5:1-5).
5. Agree with and affirm the constitution and bylaws of GEBC.
6. Display a team mentality that leads alongside the elders and submits to the elder staff and the senior pastor, seeing his ministry as a part of the larger ministry of Graham Emmanuel Baptist Church (Heb. 13:17; 1 Cor. 1:10; Rom. 12:16).

III. Specific Requirements

The worship pastor shall:

1. Demonstrate proficiency in musical knowledge and skill, specifically in singing, the playing of (at least) piano and/or guitar, and the comprehension of musical theory. (Ps. 33:1-3; 71:22; 150)
2. Be able to teach the concepts of rhythm, tempo, and pitch to those unfamiliar with music, and to lead bands and choirs through practice sessions in a way that improves skill and promotes cohesive playing as a group.
3. To have a knowledge of music history, especially Christian music history, and to be aware of the various trends and philosophies that have shaped worship in both the past and the present.

4. To possess a diverse familiarity with and appreciation of music, as one who sees the value in praising the Lord with both old and new songs, and with both voices and instruments in different genres (Isa. 42:10; Psalm 33:3; 40:3)
5. To hold a degree—preferably from a music program and/or an accredited Bible program at a like-minded institution—but not required. A willingness to continue education is appreciated (Prov. 4:7; Col. 2:8; 1 John 4:1; Prov. 4:5-7; Jas. 3:13).
6. Experience leading a congregation in worship on Sunday mornings with a worship team preferred.
7. To have an understanding of the theology of worship, possessing a command of Scripture that can explain exactly why and how God should be musically worshipped, with a desire and ability to impart that to others.
8. Possess a track record for attending and serving in the local church and a history of pastoral ministry experience—paid or unpaid—especially in worship (Job 12:12; 2 Tim. 2:15; Heb. 10:25; Ps. 122:1; Acts 2:42).
9. To display an ability to wisely discern the lyrics of worship songs from across different times and genres and properly evaluate their adherence to biblical truth