**Job Description: Worship Pastor/Worship Leader**

1. **Purpose/Expectations**

The Worship Pastor or Worship Leader will provide vision, energy, daily direction, and spiritual/administrative leadership to the music ministries of First Baptist Church of Locust (FBCL). He/She will strive to lead the music ministry while enthusiastically implementing the agreed upon Values, Mission and Vision of the church. His/Her goal must be to win individuals to Christ and continue to disciple them to a greater spiritual maturity.

1. **Qualifications**

The Worship Pastor/Worship Leader must be a man/woman of God who is confident in God’s call upon his/her life as a Worship Pastor/Leader. He/She must be sound doctrinally and ascribes to the fundamental beliefs of The Baptist Faith and Message of the Southern Baptist Convention, The Chicago Statement on Biblical Inerrancy, and the Danvers Statement on Biblical Manhood and Womanhood. The Worship Pastor/Worship Leader must agree to unite with First Baptist Church of Locust in membership upon accepting the call as the Worship Pastor/Worship Leader.

1. **FBC Mission & Vision Statements**

The ultimate mission of FBC Locust is to fulfill the Great Commission as spelled out in Matthew 28:19-20. We desire to accomplish this by …

**The mission of First Baptist Church of Locust is to declare the glory of God through worship, develop the followers of God through relationships and Bible study, and deploy the people of God in missions and outreach. (Declare-Develop-Deploy)**

Knowing that we have been called to make disciples and to facilitate the growth of believers, the vision that drives us into the future focuses on how we will fulfill our mission.

**The current vision of FBC Locust is to develop a clear pathway for all believers to become disciple makers.**

1. **Reporting Relationship**

The Worship Pastor/Worship Leader is responsible for reporting to the Senior Pastor (primary), Deacons and the Personnel Team (secondary). His/Her ultimate responsibility is to be true to the direction of God as He/She is led through the Holy Spirit, and to be a champion of the FBCL church body.

1. **Scope of Duties**

The Worship Pastor/Worship Leader is expected to lead in the planning, development, and implementation of a comprehensive music ministry. He/She should lead the music ministry by example in worship, discipleship, spiritual growth, and integrity

1. **Specific Responsibilities**

* Lead the worship ministry during rehearsal & worship services
* Seek to reach people with the Gospel of Jesus Christ through worship, music & song
* Work with the Senior Pastor to plan all music for special services that involve the Worship Ministry (Christmas Eve, Good Friday, Easter, Seasonal Cantatas, Revivals)
* Conduct weekly rehearsals for the Praise Team, Praise Band and any Choirs that are being utilized, and if possible, rehearsals should not conflict with other scheduled services/Bible study.
* Insure that all music selected and presented is biblically sound in doctrine & theology
* Arrange and provide music (and tech capabilities) for weddings, funerals and other special services as needed
* Maintain reasonable office hours and use staff calendar to communicate time away from the office
* Actively seek to build relationships with the members of the congregation and promote worship ministries
* Oversee the maintenance of the church’s music library, music supplies, music equipment, and Tech Booth equipment
* Oversee and insure the training of all Tech Booth staff (sound, video, streaming & lights)
* Keep up-to-date on music trends, materials, and methods
* Direct and oversee all musicians
* Attend and participate in staff meetings as called by the Senior Pastor
* Develop, manage and be accountable for an annual budget for the Worship Ministry as well as the upkeep of all music & tech supplies, equipment and furnishings
* Be flexible and adaptable to change in responsibilities/duties as agreed upon with the Senior Pastor

1. **Compensation**

* Salary & benefits are to be determined by the Personnel and Finance Teams (in agreement with the Deacons) and presented in the annual budget for church approval. Benefits may include but are not limited to:
  + Ministry expenses (Conferences, Travel)
  + Housing allowance if HE is ordained
  + Paid Vacation and/or Sabbatical

1. **Benefits and Privileges**

* One week paid vacation after the first year; two weeks paid vacation after 3 years; three weeks paid vacation after 8 years
* Following paid holidays: New Year’s Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, and Christmas. If a holiday falls on a Saturday, it will be observed on the proceeding Friday. If the holiday falls on a Sunday, it will be observed on the following Monday)
* Personal Days: Choice of Martin Luther King Day or Presidents Day. One floating personal day of choice is allowed each year
* Sick leave: One day per month (does not roll over from year to year). If sickness requires more days, it must be approved by the Senior Pastor and/or the Deacons and the Personnel Team
* Major surgery: Six weeks paid leave will be granted. Any additional time for recovery must be approved by the Senior Pastor and/or Deacons and Personnel Team
* Immediate family funeral leave: One week paid leave will be granted. Additional time will be allowed if remaining vacation time is used
* Upon resignation/termination a one months must notice must be given to the church unless extreme conditions warrant otherwise.

1. **Agreement & Understanding**

By signing below, the Worship Pastor/Worship Leader affirms that they agree and understand the Doctrines and Beliefs of FBCL (see section **II Qualifications**) and that they are in agreement with the expectations that the position of Worship Pastor/Worship Leader requires. He/She will seek to glorify God, exalt Jesus Christ, and follow the Holy Spirit as He/She lovingly leads the Worship Ministry of the church.

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**Worship Pastor/Worship Leader Signature Date**

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**Worship Pastor/Worship Leader Name Printed**