

Pastor of Worship

Hours per week: 40-50

Reports to: Senior Pastor

PRINCIPAL FUNCTIONS

The Pastor of Worship serves on the Pastoral Staff and as a member of the Executive Team. He helps lead the church to love, follow, and celebrate the work of Jesus by providing leadership and pastoral guidance to the church's worship and communications ministries.

SPECIFIC RESPONSIBILITIES

1. Worship Ministry

- **Shepherd and Lead:** Provide pastoral care and spiritual leadership to all members of the worship ministry, fostering gospel-centered relationships that encourage others to know and love Jesus.
- **Plan and Lead Worship:** In partnership with the Senior Pastor, develop and lead a comprehensive, multi-generational music ministry for two campuses (Falls Lake and 540 Campus). Plan and direct weekly worship services that engage both the head and heart through Scripture, prayer, and song.
- **Develop and Equip Leaders:** Lead weekly rehearsals for the praise team, band, and choir, creating a community that makes disciples and raises new leaders. Recruit, train, and mentor musicians, vocalists, and technical volunteers—cultivating lead worshippers who serve with excellence and humility.
- **Foster Creativity and Stewardship:** Introduce new and original Christ-centered worship music and creative elements, especially for Easter and Christmas. Oversee the care and maintenance of musical instruments, A/V equipment, and music resources.
- **Other Duties:** Perform additional responsibilities as assigned by the Senior Pastor.

IMPORTANT SKILLS AND PERSONAL TRAITS REQUIRED

- Demonstrates the character of an elder/pastor as described in 1 Tim. 3:1-7, Titus 1:6-9, and 1 Peter 5:1-4
- Alignment to the vision/strategy of Bay Leaf and Our Stated Worship Commitments (see attached page)
- Mentoring, Encouragement, and Coaching
- Leadership Development
- Ability to Lead and Give Oversight in a Multi-Campus Model
- Communication and Collaboration Skills
- Musical Expertise and Training
- Proficiency in Service Planning Technologies
- Five Plus Years of Worship Ministry Experience—Choir Preferred



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What Is the Philosophy of Worship that Unites Us?

Adapted from "What Is the Philosophy of Worship that Unites Us?," an article written by John Piper, founder and teacher at desiringgod.org.

- 1. God-centeredness:** A high priority of the vertical focus of our Sunday morning service. The ultimate aim is to experience God so that he is glorified in our affections.
- 2. Expecting the powerful presence of God:** We do not just direct ourselves toward him. We earnestly seek his drawing near according to the promise of James 4:8. We believe that in worship God draws near to us in power, and makes himself known and felt for our good and for the salvation of unbelievers in the midst.
- 3. Bible based and Bible saturated:** The content of our singing, praying, welcoming, preaching, and poetry will always conform to the truth of Scripture. The content of God's Word will be woven through all we do in worship and will be the ground of all our appeal to authority.
- 4. Head and heart:** Worship that aims at kindling and carrying deep, strong, real emotions toward God, but does not manipulate people's emotions by failing to appeal to clear thinking about spiritual things based on shareable evidence outside ourselves.
- 5. Earnestness and intensity:** Avoiding a trite, flippant, superficial, frivolous atmosphere, but instead, setting an example of reverence, passion, and wonder
- 6. Authentic communication:** The utter renunciation of all sham and deceit and hypocrisy and pretense and affectation and posturing. Not the atmosphere of artistic or oratorical performance but the atmosphere of a radically personal encounter with God's truth.
- 7. The manifestation of God and the common good:** We expect and hope and pray (according to 1 Cor. 12:7) that our focus on the manifesting of God is good for people and that therefore a spirit of love for each other is not incompatible with, but necessary to authentic worship.
- 8. Undistracting excellence:** We will try to sing and play and pray and preach in such a way that people's attention will not be diverted from the substance by shoddy ministry nor by excessive finesse, elegance, or refinement. Natural, undistracting excellence will let the truth and beauty of God shine through.
- 9. The mingling of historic and contemporary music:** And he said to them, "Therefore every scribe who has been trained for the kingdom of heaven is like a householder who brings out of his treasure what is new and what is old" (Matt. 13:52)