



Job Title: Pastor of Worship & Creative Arts

Commitment: Full Time 40 hrs/week

Direct Report: Lead Pastor

The Pastor of Worship & Creative Arts will serve as a key spiritual leader within Calvary Church, responsible for cultivating a vibrant worship culture, leading creative ministries, and providing pastoral care to the congregation. This role combines a passion for leading worship, developing creative arts ministries, and nurturing spiritual growth within the community. The individual will also provide leadership to various volunteer teams, including music, media, and technical ministries, ensuring a cohesive and dynamic worship experience.

Primary Responsibilities

Worship & Creative Arts Leadership

- **Spiritual Leadership:** Be an active and growing disciple of Jesus Christ, living out a Christ-centered example in personal, family, and community life.
- **Worship Leadership:** Plan and execute the weekly worship gatherings in partnership with the Lead team, ensuring an engaging worship experience that nurtures spiritual growth for the congregation.
- **Creative Vision:** Collaborate with the Lead Pastor and the worship team to develop and implement creative arts strategies that engage and inspire the church, incorporating music, media, and the arts into the worship experience.
- **Worship Team Development:** Oversee the recruitment, training, and development of worship leaders, musicians, singers, and technical volunteers (audio, lighting, media). Ensure these teams are spiritually healthy, well-equipped, and unified.
- **Worship Planning:** Work with the Lead Pastor to plan worship sets, services, and events that reflect the church's mission and resonate with the congregation. Utilize planning tools such as Planning Center to coordinate and schedule worship services, rehearsals, and volunteer involvement.
- **Large Event Leadership:** Participate in the planning and execution of special worship events (e.g., Christmas, Easter, and other seasonal services), ensuring the integration of creative elements and meaningful worship experiences.

Pastoral Care Responsibilities

- **Congregational Shepherding:** Provide pastoral care to the worship and creative arts teams, as well as to members of the congregation in partnership with the Pastoral team.
- **Spiritual Mentorship:** Mentor and disciple leaders and volunteers within the worship and creative arts ministry, helping them grow in their faith and leadership abilities.
- **Team Support:** Ensure the emotional and spiritual well-being of all team members, offering

pastoral guidance and encouragement.

Media & Technical Ministry Oversight

- **Media & Technical Teams:** Oversee all audio, lighting, projection, and video teams, ensuring technical excellence and a high-quality worship experience that seamlessly integrates with the church's vision.
 - **Equipment & Resource Management:** Oversee the maintenance, storage, and procurement of all worship and media equipment. Coordinate with the Lead Pastor to manage the ministry's budget and purchases effectively.
 - **Innovation & Creativity:** Work with technical teams to introduce new creative elements (visuals, lighting design, etc.) that enhance worship services and special events.
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Collaboration & Teamwork

- **Weekly Meetings:** Meet regularly with the Lead Pastor to discuss service plans, creative direction, and any troubleshooting needed to ensure smooth operation of worship services and events.
 - **Volunteer & Leadership Development:** Attend and participate in volunteer training and leadership development initiatives at Calvary Church, equipping teams to serve effectively and grow spiritually.
 - **Cross-Department Collaboration:** Collaborate with other ministry leaders to ensure worship and creative elements align with the overall vision of the church and enhance the experience of the congregation.
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Required Skills & Qualifications

- **Spiritual Maturity:** Demonstrated commitment to personal discipleship and a growing relationship with Jesus Christ.
- **Worship Leadership:** Proven ability to lead worship both musically and spiritually, with proficiency in at least one instrument and strong vocal leadership.
- **Team Leadership:** Ability to recruit, lead, and develop diverse teams of volunteers, fostering an environment of spiritual growth, teamwork, and excellence.
- **Technical Proficiency:** Knowledge and experience in sound, lighting, projection, and video equipment, with the ability to troubleshoot and oversee technical operations.
- **Organizational Skills:** Strong ability to plan, organize, and coordinate worship services and creative arts events, utilizing tools like Planning Center and other ministry resources.
- **Pastoral Heart:** Compassionate and caring with a heart for serving and nurturing others, with strong interpersonal and communication skills.
- **Cultural Sensitivity:** Ability to connect with a diverse congregation and lead worship in a way that resonates with people of different ages and backgrounds.
- **Commitment to Calvary:** Regular attendance and active participation in the life of Calvary Church, upholding its values, mission, and vision.

If you are interested in applying for this position, please submit your resume and cover letter to michellem@calvaryptbo.church. Only candidates being considered for an interview will be contacted. Thank you for your interest in being a part of Calvary's growing team.

Revised: Jan 2, 2025