

WORSHIP PASTOR

JOB SUMMARY

The Worship Pastor models and supports the mission of Deermeadows Baptist Church by encouraging and equipping the church to worship authentically, connect relationally, serve purposefully, and grow spiritually. The Worship Pastor designs and leads weekly blended worship experiences and special programs as well as collaborates with the Senior Pastor for seasonal and regular worship themes like Lent, Advent, summertime, etc. The Worship Pastor will also serve as the primary staff member responsible for developing and implementing the overall communications strategy for the church. The worship pastor must be proactive with a broad perspective and true appreciation of the full scope and ever-changing nature of church ministry. Enthusiastically supporting the collective vision of the Senior Pastor and the ministry staff, they must be a team player in facilitating a high level of collaboration and effectiveness through clear and consistent communication and support. This position is a pastoral one that therefore requires the individual to serve not solely as a musical or performing arts director but also be a compassionate servant leader who lives an exemplary life modeling the call, character, chemistry, and competency of one representing Christ and His church.

PRIMARY ACTIVITIES & RESPONSIBILITIES

- Work with the Senior Pastor and ministry staff in planning and leading meaningful weekly and special worship services as well as other special events involving music
- Proactively enlist, lead, and cultivate diverse music and worship groups across all age groups
- In conjunction with the ministry team, lead in the development of annual planning and calendaring which supports the mission of Deermeadows
- Create and manage a strategic budget for the church's worship ministry
- Collaborate with other church staff in providing worship training, staffing, and significant experiences for all age groups
- Model personal connection and involvement in the whole scope of church ministries and encourage music ministry participants to do the same
- Enlist, lead, and expand the church's worship technology teams and manage the care and maintenance of all video broadcasting, sound, lighting, and audio-visual equipment throughout the church for worship and special events
- Work with the church staff in providing worship and technical support for church events such as weddings and funerals

- As a minister of the church, provide specific pastoral care for the music and worship teams along with general pastoral care as assigned by the Senior Pastor
- Strengthen the congregation to worship through meaningful and relevant weekly worship experiences, especially the church's weekend gatherings
- Understanding worship is multi-faceted, creates connections for people of every generation, culture, and ethnicity within the church for worshipping through music, and the arts and helping congregants devote themselves to a lifestyle of worship
- Supervise, evaluate, and effectively utilize the talents of those in roles directly related to worship ministry such as the orchestra director, pianist and organist, worship production team, administrative assistant(s), and other related positions
- Support and contribute to the efforts of the entire ministry team by valuing all ministries and leading an integrated ministry approach for the church body
- Ensure that the church fully complies with all music copyright laws
- Coordinate with musicians both from within and outside the community, to provide special music as needed
- Responsible for the strategy and design and production of all in-house and outsourced communication materials and media

EDUCATION AND EXPERIENCE

- BA/BS from an accredited university and we strongly prefer the Worship Pastor also have a master's degree from a seminary with a specialization in worship and music
- Ability to lead a blended worship leadership within a church body
- Vocal and instrumental ability
- Testimony of faith in Jesus Christ and a growing relationship with Him
- Grounded in and able to express sound Biblical doctrine and theology
- Strong leadership, communication, organizational skills, and ability to collaborate
- Proficient in communications, website management, and project coordination

PREFERRED CANDIDATE PROFILE

- Has a pastor's heart and lifestyle, and genuinely loves developing deep and meaningful relationships with people across the congregation, i.e., loves Jesus and loves and cares for people
- An inspiring and dynamic leader skilled in cross-cultural and multigenerational worship
- Values authentic worship over performance and is called to lead the church in worshipping God authentically through a variety of music, art, drama, etc.

- Embraces a culture of collaboration with the ministry staff and other lay leaders in planning and creating meaningful worship experiences
- A constant learner who appreciates and enjoys seeking to understand both old and new ways of facilitating worship
- Has a strong work ethic with a desire to devote their life to the local church
- Understands the variety of worship expressions prevalent in churches today and has experience in meaningfully incorporating those in the local church

OTHER JOB REQUIREMENTS

- Work hours may vary in length and schedule (may include a non-standard work week)
- Comply with personnel policies of a full-time staff member
- Participate in weekly staff meetings
- Be active and present in community outreach ministries of the church
- Assume additional pastoral duties as negotiated, which may include assisting with pastoral care, occasional preaching, communication, and technology responsibilities

ABOUT DEERMEADOWS BAPTIST CHURCH

Located in the Southside of Jacksonville, FL, Deermeadows Baptist Church is “A community of faith following Jesus Christ in Jacksonville and around the world.” We are built around four core strategies that lead people to connect relationally, grow spiritually, worship authentically and serve purposefully wherever they live, work, and play.

Deermeadows’ Vision & Values: <https://deermeadows.org/vision-values/>

To be considered for this full-time position, please submit a resume, and provide a media link to worship services you have led to the **Deermeadows Worship Pastor Search Team** at **WPST@deermeadows.org**. *Any information shared will be kept in strict confidence and no contact will be made with reference(s) until a mutually agreed upon time.*