

Southgate Baptist Church
Ministry Description

Ministry Position: Director/Pastor of Worship

Accountable to: Senior Pastor and Pastor-Elders

Status: Full-Time

Purpose: To make and multiply disciples for God's glory through providing leadership to worship through music at Southgate Baptist Church.

Ministry Overview: The ministry position involves assisting the Senior Pastor in planning the Sunday Service, developing music worship teams, overseeing music rehearsals and sound system engineers.

Primary Role Expectations:

1. Serve Faithfully as an Elder
 - a. Know and love God's people selflessly, shepherding them with compassion.
 - b. Lead God's people intentionally by directing them toward biblical priorities and gently correcting them when they stray from their gospel identity or biblical authority.
 - c. Protect God's people from dangers from without and divisions from within.
 - d. Provide God's people with everything they need to flourish, equipping them to do the work of the ministry providing biblical counsel and encouragement.
2. Serve Faithfully as a Church Staff Member and Church Family Member
 - a. Model godly character as an example to the church.
 - b. Regularly attend weekly services.
 - c. Collaborate with staff team to implement the vision and mission of the elders.
3. Plan and Lead Worship Services
 - a. Establish priorities and general patterns for Southgate's worship that fit Southgate's overall mission. Focus on what we do in our worship service and why we do it. Identify qualifications for those leading in worship, what songs we sing, and protocols for sound/AV/Livestream elements.
 - b. Partner with Senior Pastor and staff to plan services that are coordinated with sermon message, gospel oriented, participatory, biblically faithful, and undistracting.
 - c. Schedule, communicate and coordinate with the worship participants in the service.

- d. Serve as primary worship leader who will be on the platform at least 75% of the time.
 - e. Provide mentorship and opportunities for other gifted individuals to lead in worship on Sunday mornings (during the up to 25% of the time they will not be on the platform).
 - f. Collaborate with staff and volunteers to ensure that preparations are made for the worship service.
 - g. Assist in planning special services (i.e. Christmas Eve, Good Friday, quarterly praise and prayer services) as needed.
4. Select, Equip, Oversee, and Encourage Worship Volunteers
- a. Develop and oversee a process for evaluating and integrating Southgate attenders who are interested in helping lead in worship services.
 - b. Provide clear expectations and regular feedback for ministry volunteers to express appreciation for what they are doing well and provide course correction when needed.
 - c. Oversee and equip worship interns when applicable.
 - d. Assist with resolving conflict or concerns that arise among or about worship volunteers.
 - e. Oversee all worship rehearsals and assist volunteers as needed.

The candidate should also demonstrate leadership potential and a teachable spirit, with a willingness to grow in leadership roles.

Character Qualifications

To perform this ministry role successfully, the candidate must be humble, mature, and growing in the knowledge and character of Christ. As a leader in God's church, he must reflect the character and priorities of the Chief Shepherd of the Church. The biblical criteria for this position is found in 1 Timothy 3:1-7 and Titus 1:5-9.

Professional Qualifications: The ideal candidate will have the skills and experience in the following areas:

1. **Shepherding Disposition:** Must demonstrate a love for people and skill in relating to them.
2. **Musical Ability:** Must be a skilled musician who can lead worship from an instrument as needed.
3. **Leadership Ability:** Must be able to encourage and equip his team by developing leaders, coordinating participants, and navigating conflicting opinions and desires.
4. **Communication Ability:** Must be skilled in interpersonal and platform communication, demonstrating shepherding warmth and theological depth.

Note: The primary desire is for this to be a full-time position. There is openness to discussing a part-time role if the right person and the right situation presented itself.