

Job Description
Associate Pastor with Primary Emphasis in Worship and the Arts
Alma, Michigan First Church of God

Reports to: Senior Pastor

Status: Full Time

Directly Supervises: Worship planning team, all volunteers in the worship ministry and the Technical Arts Director

FSLA: Exempt

Job Summary

The associate pastor with primary emphasis in worship and the arts will provide dynamic leadership and oversight to the worship ministry of Alma First Church of God in a manner that helps congregants worship faithfully and equips them to join their lives to God's love for the world.

Minimum Qualifications:

- Bachelor of Arts Degree in Music, Worship or Christian Ministries (or equivalent)
- Demonstrated leadership in worship

Physical Requirements:

- Able to move freely in and around the three buildings of our campus.
- Able to speak and lead worship in a public setting.

Essential Functions

- Coordinate and oversee the worship ministries of Alma First Church of God.
- Develop and communicate a vision for worship and the arts.
- Design and lead inspiring and faithful worship services.
- Coordinate and facilitate the worship ministry team in a creative process of worship planning.
- Recruit, train, supervise and support the volunteers who contribute to all aspects of the worship ministries.
- Develop and supervise ministry teams (musicians, technicians, etc.) within the worship ministries.
- Direct the congregation's choir
- Provide good stewardship of the worship resources (budget, musical instruments, computer and sound equipment, etc.)
- Build and resource libraries for music and visual arts.

Other Responsibilities

- Participate helpfully in meetings of the pastoral staff and church council.
- Provide pastoral care as directed by the senior pastor.
- Fill other responsibilities as directed by the senior pastor.

Core Competencies:

Attention to Detail: Consistently attends to the many small pieces which must be assembled into an organized whole; follows up on missing or out of balance items; resolves unanswered questions needed to address a problem; keeps the larger picture in mind while tending to the smallest details.

Creativity and Innovation: Generates new ideas; makes new connections among existing ideas and fresh approaches; takes acceptable risks in pursuit of innovation; demonstrates the ability to work with group processes and encourage 'brainstorming' activities; has good judgment about which creative ideas and suggestions will work.

Delegation: Clearly and comfortably delegates both routine and important tasks and decisions; appropriately shares authority and responsibility; creates accountability; sets objectives and measures, monitors process, progress and results; trusts people to perform their own work.

Interpersonal Skills: Works hard to establish good working relationships with co-workers, volunteers and members of the congregation; demonstrates the ministry of pastoral presence; contributes to the sense of community on the leadership teams on which he/she serves and in the congregation as a whole; expresses his/her perspective well and remains open and connected to those with differing perspectives; avoids communication triangles.

Music Expertise: Demonstrates a good understanding of music theory and its application to congregational worship; has the ability to gain a working knowledge of the musical heritage of the Church of God; demonstrates the ability to lead, direct and teach other musicians; has a discerning ear for musical talent; demonstrates a good understanding of music styles that are used in a broad array of churches.

Personal and Professional Development: Maintains an ongoing and rigorous commitment to personal and professional growth; takes advantage of opportunities to continue his/her growth as a leader; is committed to continuing education and life-long learning.

Spiritual Maturity: Shows strong spiritual depth and grounding; evidences continual spiritual growth; seeks the wisdom and guidance of Scripture; understands and practices spiritual disciplines appropriate to his/her temperament; is able to articulate a clear and consistent theology.

Technical Expertise: Acquires and demonstrates the technical skills required to proficiently execute the essential functions of the job; understands which skills are lacking and seeks to develop those skills.

Time Management: Is able and willing to focus time on tasks that contribute to organizational goals; Uses time effectively and efficiently; values time and respects the time of others; concentrates efforts on the most important priorities.

Volunteer Management: Recruits gifted volunteers to work in their areas of giftedness and passion in the service of the congregation's mission; provides direction, gains commitment, facilitates change and achieves results through efficient, creative and responsible deployment of volunteers; provides effective direction, support, encouragement and accountability for volunteers.

Worship Leadership: Designs and leads relevant and inspiring worship; combines elements of theology, music and art to help worshippers open their hearts and minds to God; crafts worship that is sensitive to themes and seasons; demonstrates a good understanding and creative practice of the ordinances of the Church of God.