

Worship Pastor

Upland Community Church (UCC) is a body of believers where the laity takes an active role in the church's ministries. The mission of the church is "Upland Community Church exists to equip the generations to minister the Gospel of Jesus Christ in a word and deed." A major role of the pastors and directors is to support, encourage, and develop lay leadership to realize the church's mission. While each staff member will be responsible for different areas of ministry, the pastors and directors are expected to function as a team assisting in a variety of areas of ministry and promoting the development of interdependent ministries.

The pastors and directors can be characterized as a group of servant-leaders facilitating and developing the laity for ministering the gospel and supporting fellow believers. The Elder Board will work with the leadership team to ensure that the church's ministries are in alignment with UCC's mission, vision, and core values.

General Information

- **Position Title** – Worship Pastor
- **Reporting** – the Worship Pastor will report to the Lead Pastor
- **Regularly meeting** – the Worship Pastor will meet with the Lead Pastor and the other members of the worship and media teams
- **Supervision** – the Worship Pastor will provide leadership for the choir, musicians, praise team(s) and work closely with the media team
- **Purpose of this Position** – the Worship Pastor will further the mission of Upland Community Church by implementing a vision for growing and developing worship arts within the UCC body and our local community
- **Characteristics** – the Worship Pastor shall be a person of integrity, and have the necessary experience, musical abilities, and competence to provide the necessary leadership and complete the duties required of this position.

General Qualifications

The worship at Upland Community Church is musically diverse including both contemporary and traditional styles. The ideal candidate shall exhibit a strong, joyful, vibrant relationship with Jesus Christ and a mature Word-centered faith. He will also demonstrate an appreciation and competency in a range of musical styles and genres and a vision to cultivate the worship arts ministry at UCC.

1. As a member of the UCC staff, the Worship Pastor:
 - Shall be someone who has a personal relationship with Jesus Christ
 - Will display a character of leadership as defined in 1 Timothy 3, Titus 1, and 1 Peter 5
 - Shall lead with experience and competence, effectively serving as a humble, Christ-like leader
 - Shall be an organized team player with humility, patience, and an ability to deal effectively with the congregation and the ministry and office staff

2. All Pastors at UCC:
 - Must comply with FEC doctrine, policies, and procedures
 - Must be able to equip believers to support and sustain the ministries of the church
 - Should have a degree in Biblical Studies, Pastoral Ministries or Christian Education, Theology, Divinity, or a related field; preference will be a graduate degree.
 - Should have previous experience in a church, missions or ministry setting.
 - Must have a demonstrated ability to effectively communicate orally and in writing.
 - Must be able to manage a ministry budget.

3. As the Worship Pastor at UCC, the candidate shall possess the following:
 - Education – a bachelor’s degree in church music (or related field) at a minimum; a supplemental degree in theology, ministry, and/ music would be preferred.
 - Capabilities – the candidate shall exhibit: a joyful, passion for worship; demonstrate themselves to be a student of God’s word applying mature, theological discernment in the area of worship; and possess a strong church music background with an ability to organize Sunday morning and special worship services.
 - Experience – leading a choir, praise team, and musicians including brass and strings is preferred; abilities and/or experience in audio and visual media is a plus; an openness to work with all age groups is desirable.

4. In addition to worship, the candidate should be able to provide pastoral leadership in other defined areas of ministry depending on gifting and ability. This may include specific areas of adult or church ministries such as adult education, home group ministry, assimilation ministries, visitation, etc.

Specific Responsibilities

The specific responsibilities are anticipated to be as follows with the understanding that there will be some flexibility of responsibilities based on the balance of gifts and abilities of all the pastors, directors, and ministry staff.

The Worship Pastor shall be responsible for the following –

In the area of Worship Arts (65-70%):

1. Developing and leading both the early and late Sunday morning worship services. Currently, the earlier service is more traditional while the later service is more contemporary.
2. Developing and providing leadership for the choir
3. Developing and providing leadership for the praise team(s)
4. Organizing and providing leadership for musicians and instrumentalists
5. Implementing a vision for growing and developing worship arts at UCC
 - Guarding and elevating worship among the body at UCC
 - Creatively incorporating worship into other areas of UCC ministry
 - Discerning fresh ways to use worship arts in our local community
6. Providing occasional support for children’s and youth musical events

In the area of pastoral ministry (30-35%): provide pastoral leadership in other assigned adult ministries of UCC as determined by the UCC elder board (teaching in adult education, visitation, local outreach, discipleship, etc.)