



## **Worship Pastor Job Posting**

Job title: Worship Pastor

Type of position: full time; 40hrs/week

Reports to: Executive Pastor

FLSA status: exempt

Salary: dependent on experience

Other compensation: family health insurance, retirement benefits, cell phone stipend

## **Candidate requirements**

Education: bachelor's degree or equivalent required

Experience: two years of worship leader experience, church staff experience preferred

## **Principle function**

Serve Northwest Bible Church as the pastoral leader for the worship of Northwest Bible Church. The Worship Pastor will work closely with the Lead Pastor, the worship and media team, and the church staff to develop, prepare, and implement a worship and media strategy for Northwest Bible Church while supporting most other ministries of the church through the development of resources and media.

## **Qualifications for all staff**

- Affirm the NWBC doctrinal statement.
- Committed to the success of Northwest Bible Church.
- Exemplify maturing Christian character.
- Committed to a team approach to ministry and unity within the staff and church.
- Communicate well with the staff team.
- Demonstrate appropriate levels of organization to execute the ministry.
- Proficient in using modern technology and means of digital communication.
- Desire to work diligently and selflessly, often behind the scenes, to prepare for personal and team success.
- Respond well to authority, feedback, and evaluation.

## **Qualifications for the Worship Pastor**

- Have a vision for healthy and appropriate worship practices for the church.
- A personal heart for worship and the ability to draw others into worship.
- Self-starter with the ability to work with minimal supervision.
- Detailed oriented to manage a variety of responsibilities and tasks across ministries and venues.
- Effectively manage a mix of routine and periodic tasks in a consistent and efficient manner.

- Experience and interest in a range of worship music to accomplish a blended worship service with traditional hymns and contemporary worship songs.
- Skilled and experienced in preparing, singing, and arranging music.
- Skilled and experienced in designing and employing various software tools for video, audio, and graphical media.
- Experience managing web and social media platforms.
- Capable of effectively recruiting, equipping, and encouraging volunteer leaders.

## **Responsibilities of the position**

1. Lead the worship ministry
  - Work with the Lead Pastor to plan the worship services.
  - Lead and develop an effective worship team.
  - Lead the musical portion of main worship services.
  - Ensure all worship music aligns with the NWBC doctrinal statement.
  - Oversee all music for church ministry activities including the setting of standards and providing resources for staff and volunteers.
  - Develop a process to identify and deploy new volunteers for the worship ministry.
  - Shepherd and care for all members of the adult worship team.
  - Train and develop all members of the adult worship team.
  - Work with student and children's ministry leaders to create age-appropriate worship experiences within the church.
  - Develop and maintain the worship ministry budget.
  - Maintain all worship ministry on campus resources.
  - Plan, coordinate, and implement all worship experiences for church events.
  - Communicate effectively and timely to all volunteers.
2. Lead the media ministry (which includes live streaming, presentation lighting, sound, and all technology related to multi-media)
  - Lead and develop an effective media team.
  - Develop a process to identify and deploy new volunteers in the church's media ministry.
  - Shepherd and care for all members of the media team.
  - Train and develop all members of the media team.
  - Work with student and children's ministry leaders in support of specific media needs.
  - Develop and maintain media ministry budget.
  - Maintain all media ministry on campus resources.
  - Ensure proper function of all media equipment.
  - Coordinate and implement all media support for church events as appropriate.
  - Communicate effectively and timely to all volunteers.
3. Extended media responsibilities
  - Produce NWBC ministry graphics and videos as assigned.
  - Provide media and video resources for all ministries at NWBC.

- Produce and maintain the digital signage on campus including the announcement TVs and the main sign digital marquee.
  - Oversee the upload, maintenance, and organization of all church wide digital resources like sermon podcasts and worship service live streams.
  - Manage and maintain the NWBC website including page layout and navigation, media and graphic uploads, and sermon and Bible study resources.
4. Be a functioning member of the church staff
- Maintain regular and appropriate office hours.
  - Be responsible for all financial expenditures.
  - Comply with the policies in the Employee Handbook.
  - Participate in all church-wide functions.
  - Participate in all staff meetings including socials and other functions.
  - Meet with the elders and attend other scheduled meetings as requested.
  - Be available to serve in areas outside the worship and media ministries as needed.
  - Be available to fill the pulpit, officiate weddings and funerals, and make hospital visits as needed.
5. Pursue personal growth and development
- Connect with other ministry directors from other churches in our community.
  - Participation in local, regional, or national conferences that provide new and additional resources for worship and media ministry (as funds allow).

### **About Northwest Bible Church**

In the summer of 1976, several families started a home Bible study with the hope of reaching neighbors who either had no church affiliation or had not yet trusted Christ as Savior. God accomplished a great work through this study, and soon, the need was apparent for a local church which taught biblical truths. As a result, a core group of five families felt God leading them to establish a Bible-teaching church in the Spring area. The group stepped out in faith, and Northwest Bible Church met for the first time on the first Sunday of March 1977 in a local high school. God continued to bless the church, and soon a building fund was established by the membership to secure a permanent home. In June 1983, the church moved to the current location on Fellowship Lane and dedicated this property to the Lord. Since Northwest Bible Church began over 45 years ago, the vision has remained the same: a local body of believers gathered together for the purposes of teaching of the Scriptures, fellowship, outreach, worship, and prayer. Over this time, much has changed including the staff, facilities, methods, schedules, and programs. But the Word of God has remained central as our unchanging foundation and a lamp to guide the way.

The church body is a multi-generational congregation with many of our older families having been members for many years. Our average weekly worship attendance is approximately 230 between two identical services, plus additional kids, youth, and adult studies. On Wednesdays, we host one of the longest running Awana programs in the Houston area along with activities

for youth and men's and women's Bible studies. The staff includes 7 full time ministerial staff plus several ministry support staff.

Northwest Bible Church is located in Spring, TX within the Klein Independent School District approximately 5 miles west of Interstate 45 near Louetta Road. The Klein area has a growing population of 200,000+ residents and is known for its healthy public and private schools, established neighborhoods and other housing options, and nearby employment opportunities with many global companies. These factors make the Klein area especially desirable for young families with school age children.

**To apply, send resumes to Steve O'Brien, Executive Pastor, at [sobrien@nwbc.org](mailto:sobrien@nwbc.org).**



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