

# Worship Pastor



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## *Full-Time Position*

When you ask us what we do at Southside, you don't just get a job description. You hear about a way of life: centred around our vision to bring more hope, help and a home for this city. We are passionate about using our talents and energy for God's purposes and that's why we've dedicated our careers to a mission, not just a job title.

We have the privilege of leading people to become fully devoted followers of Christ. As we do, we strive to be risk-taking, innovative, culturally-relevant, irrationally generous, spiritual contributors who laugh hard together and honor God with integrity.

Southside Church is a place where there's a seat saved for everyone and the Worship Pastor has a lot to do with that.

## ***The Basics:***

- An understanding that this is a pastoral role
  - Creating teams, building relationships, fostering enthusiasm, discipling team members: these are key responsibilities
  - People are ALWAYS more important than 'the job' (but the job is still important!)
- Discernment comes naturally: an ability to make decisions and see opportunities most people don't
- An ability to stay fit spiritually, physically, mentally and emotionally
- An ability to inspire people and keep a group motivated
  - Can convey vision to small and larger groups
- A drive to continue to answer the question "How could this \_\_\_\_\_ (team, environment, process, church) be better?"
- Is a naturally charismatic leader who is energized by leading people through their next steps

- Is enthusiastic about teaching others how to serve and enjoys leading and working with a team
- Loves to schedule, plot, and plan and known as a master time-manager

## ***The Works:***

### **Specific Skills:**

- An ability to sing and lead worship well, with the capacity to help others to do the same
- A strong & relatable on-stage communicator
- Musical proficiency (Basic music theory knowledge, and the ability to direct any instrument)
- A strategic thinker, with a dependable ability to execute goals
- Adequate working knowledge of technical/production needs in an auditorium

### **Responsibilities:**

- **Sunday/Special Services & Worship Events:**
  - Working with our Service Experience team to create relevant and engaging worship services. The Worship Pastor would work to ensure that our Sunday worship team is scheduled, informed, inspired, and executing on a high level every weekend, and for every event. The Worship Pastor would be a consistent on-stage singer/leadership presence, and would oversee all worship practices.
- **Direct Oversight of the Southside Worship Team:**
  - **Recruitment:** As we are always looking to grow in reach, we are always looking to grow the amount of people involved in our worship ministry at Southside! Recruiting talented, passionate musicians and followers of Jesus to join our team is a key part of this role.

- **Team Member Development:** There's always room for everyone to grow! Inspiring and helping our current Sunday band to grow in their musicianship, leadership and relationship with God is a very important part of this role as well.
- **Team Appreciation:** The Worship Pastor would ensure that no member of the worship team goes unappreciated, and would oversee the vision, planning, and execution of quarterly Worship Team Nights.
- **Team Vision and Direction:**
  - Working with the Service Experience team, the Worship Pastor would be a key visionary and 'boots-on-the-ground' agent for change and growth in the Worship Ministry. From choosing new songs to sing, new roles to create, or dramatic new cultural/behavioral shifts on the team, the Worship Pastor would be intricately involved in all of the next steps necessary for growth in our worship ministry.
  - Consistently reviewing and assessing our worship experience and asking how we can continue to become more relatable, engaging, God honouring, faith-bolstering, evangelistic... etc.
  - Remaining involved in the musical direction of our team, ensuring that we are continually getting better musically.
- **Worship Team Admin:**
  - Determining song arrangements/keys, song orders, ensuring lyrics are correct
  - Worship Schedule
- **Visionary and practical involvement in recording and writing projects**

- **Working with our Next Generation staff to help develop a proficient and passionate Youth Band**

### ***Future Works:***

- One day, we would love to see the development of a worship pipeline from our KiDS program, to our Youth program, and eventually to our Adult Service Worship Team. We know our Worship Pastor would play a key role in this!
- We are always praying and planning for growth. This hire would have the capacity to lead leaders in the future possibility of campus growth.

### ***The Additions:\****

- Staff-wide involvement:
  - Leading/Helping teams for “Help” projects such as For This City and All is Bright days
  - Home Team Vision Nights
  - Staff Retreats
  - Weekly scheduled meetings
- One-on-one meetings with your Direct Report
- Team meetings
- 6 month evaluation period - assessment date TBD

\* Working at Southside is dynamic because we’re willing to go above and beyond to bring more help and hope to our city. It’s the exception and not the rule, but sometimes our staff rallies together to pull off projects that are hard to define or list on a job description.

This may include big events outside the normal Sunday-to-Sunday calendar, important meetings that affect the future of our church or even pulling off last minute projects because a new idea is way too important to be delayed.

This “find a way” mentality is ingrained in the DNA of our leadership, the staff and our church. We don’t complain, we don’t gossip and we have each other’s backs. We are open about our support of Pastor Mike and Corinne, our fellow staff members, our church and our teams, and we’re private when we have a question that needs answering or constructive criticism that needs addressing (in this case, go straight to your direct report).

Jesus changes everything. Southside Church exists to bring the hope of Jesus to people one life, one story at a time. We exist to see families restored, marriages strengthened, and young people supported and mentored. All of our ministries are united under this one vision: to see people far from God enter into a relationship with him and then follow him one next step at a time.

You will see lives changed and people saved. You will watch as Jesus uses your efforts to change our city. You can expect MORE because God is calling us to more and it’s an honour to get to be a part of that!

SOUTHSIDE  
CHURCH

