

JOB CLASSIFICATION: Full-Time, Exempt, Salaried

REPORTS TO: Senior Pastor

JOB OVERVIEW:

At the heart of our worship experience, the Minister of Worship is responsible for guiding the congregation in meaningful and authentic expressions of worship. This position requires a blend of musical talent, spiritual maturity, and strong leadership abilities to manage and grow worship ministries within the congregation.

The Minister of Worship collaborates with pastors, elders, musicians, and technical teams to thoughtfully plan and execute worship services that inspire and uplift our community. Whether through contemporary praise songs, traditional hymns, or creative liturgical elements, the Minister of Worship's purpose is to draw individuals closer to God and foster a sense of unity within the congregation. By nurturing a team of dedicated volunteers and staff, this role creates unified worship offerings across traditions for meaningful worship.

CORE RESPONSIBILITIES:

Service Planning & Leadership:

- Creates engaging, biblically aligned worship experiences by selecting and arranging music, planning worship sets, and leading the congregation in worship.

Team Management:

- Recruits, trains, supervises, manages, and mentors staff and volunteer musicians, vocalists, and technical teams to serve effectively in worship.

Rehearsal Coordination:

- Conducts regular rehearsals to prepare all those involved in leading worship services, ensuring a cohesive and high-quality worship experience.

Spiritual Leadership:

- Provides spiritual mentorship to all those leading within worship ministries, fostering a deeper connection with God and encouraging spiritual growth.

Technical Oversight:

- Oversees and manages the maintenance and organization of musical instruments and sound/multimedia equipment to support worship services, including online experiences.

Collaboration:

- Works with the Senior Pastor and other church staff to align worship themes with sermon messages and the church's mission.

Pastoral Care:

- Offers pastoral care to worship team members and the wider congregation, which may include home visits, counseling, or leading worship at special events like weddings and funerals.

Budget & Resource Management:

- Manages the budget and resources for the worship ministry to ensure its effective operation.

KEY SKILLS & QUALITIES:

Spiritual Maturity:

- Exhibits a genuine love for Jesus, a humble spirit, and a commitment to the church's mission.

Leadership & Mentorship:

- Effectively leads, inspires, and develops a diverse team of artists and volunteers.

People Management:

- Effectively supervises, manages, directs, and develops staff and volunteers.

Musical & Technical Skill:

- Demonstrates competence in music selection, arrangement, and the use of worship technologies.

Creativity & Vision:

- Develops fresh, engaging worship experiences and a forward-looking vision for the worship ministry.

Relational Intelligence:

- Practices strong interpersonal skills to build positive relationships with team members, the congregation, and church leadership.

Administrative & Organizational Skills:

- Effectively manages time, tasks, budgets, and resources.

EDUCATION & EXPERIENCE:

Bachelor's degree in a relevant field and a minimum of three years of applicable work experience required. Will consider an equivalent combination of relevant education and experience.

COMPENSATION RANGE:

The Target Pay Range for this position is \$98,000.00-\$126,000.00 annually. The full Pay Range is \$84,000.00 - \$140,000.00 annually. At UPPC, compensation decisions are determined using factors such as relevant job-related skills, experience, and education or training. Should an offer for employment be made, we will consider individual qualifications.

BENEFITS:

- Medical, Dental and Vision Insurance (family contributions as well)
- Life and Long-Term Disability Insurance
- Paid Time Off, Including: Vacation (3 Weeks), 12 Paid Holidays, Personal Day (Birthday), and Sick Leave