



Job Description – Pastor of Worship Arts

SUMMARY: The Pastor of Worship Arts will provide leadership, vision and direction to all aspects of worship and creative arts at Connect Church. They will relentlessly identify, develop, and empower vocalists, musicians, artists, engineers, and technicians to cultivate a life-giving, passionate, skillful culture of music and worship at Connect. They will oversee the structures and systems of the Worship, Creative Arts and Live Production teams. This leader will focus on equipping and developing people, systems and strategies to plan and execute worship experiences.

The ideal candidate will have experience leading a worship/arts team in a multisite church and possess a successful track record building teams and ministering through others. They will have also experience supporting the AVL and technology needs of a dynamic worship experience. They will have the ability to lead worship but be very comfortable not leading from the platform.

ABOUT US: Connect Church has been reaching the Boston MetroWest region with the gospel of Jesus Christ for 40 years through six ministries that include Connect Church, MetroWest Christian Academy, Early Learning Centers and Connect Caribbean Mission. The Connect team is approximately 140 people serving in six locations throughout the Boston MetroWest region and the Caribbean. The Academy and Early Learning Centers serve 500+ children weekly.

Connect Church is a multi-site congregation which pre-COVID gathered 1,000+ people in weekly worship experiences through an online campus and two physical campus locations. Because of COVID Connect Church currently offers online services with multiple medium sized physical gatherings throughout the MetroWest region. In 2021 Connect plans to launch two new campus locations, for a total of four physical campuses and one online campus with vision to grow to 7+ campus locations over the next 7 years.

The worship ministry at Connect Church includes musicians, vocalists, creative artists and live production specialists in audio, video, and lighting.

The Pastor of Worship Arts must be:

1. A devoted follower of Jesus Christ and willing to sign the Connect United Statement of Faith
2. A current member of Connect Church or willing to become a member within 3 months
3. Able to fully support Connect United values and operational beliefs.

FSLA: This is a fulltime salaried position with ministerial exemption.

RESPONSIBILITIES:

- A. Lead a worship culture that supports the vision and values of Connect Church and the multi-ethnic and multi-generational nature of its ministry.
- B. Assist leadership in codifying and teaching a practical theology and philosophy of worship for Connect Church.
- C. Develop leaders. Reproduce yourself and train others to reproduce themselves by equipping them to do the work of ministry. Engage in tough conversations in a life-giving way so leaders mature. Create a culture of learning where leaders naturally grow and mature in biblical leadership.

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- D. Equip and empower people. Provide training, equipping and resources for people to serve the Connect vision and disciple-making strategies in the worship ministry. Provide pastoral care, coaching and development for musicians, vocalists, worship leaders and those in the creative arts.
- E. Build teams. Cast vision that attracts team members and coach healthy teams across all ages, including kids and youth. Create structures and management systems to support the function of teams across multiple locations and ministry environments.
 - a. Creatives
 - b. Worship Leaders, Musicians and Vocals
 - c. Live Production (AVL)
- F. Plan and organize worship services ensuring excellence in all aspects of worship experiences across all ages and campus locations.
 - a. Collaborate with the teaching team in designing series and sermons and executing creative elements that support the teaching objectives.
 - b. Lead teams of creatives to design and incorporate creative elements into worship experiences that engage the congregation in discovery and worship of God.
 - c. Ensure the Dream Team is empowered and supported.
 - d. Ensure excellence in vocal and musical elements of worship.
 - e. Oversee Live Production and the use of technology in music and worship including, but not limited to the technology for live experiences and to record or broadcast services to multiple locations.
 - f. Collaborate with the Director of Communications and Video Producer to produce the necessary content for services.
 - g. Lead worship experiences when necessary.
- G. Create space for the song writing talent and heart of the worship team to flourish. Oversee the writing and composition of original music with other worshippers and worship teams at Connect.
- H. Provide pastoral care. Assist with general pastoral care needs. Administer the ordinances of the Church and perform wedding and funerals.
- I. Manage finances. Build budgets and manage finances related to areas of oversight.
- J. Work in harmony with all staff and dream team leaders.
- K. Other essential duties as requested.

DIRECT REPORTS:

- Staff – several part-time Worship Directors
- Dream Teams - Creative, Live Production, Worship Leaders, Musicians, Vocalists.

REPORTS TO: Executive Pastor

PHYSICAL DEMANDS: The physical demands are representative of those that must be met by an employee to successfully perform the essential functions of this job, which include regularly required to stand, walk, or sit and use hands to finger, handle, or feel, and is occasionally required to lift and/or move up to 35 pounds. Requires evening and/or weekend availability.

EDUCATION AND EXPERIENCE: Five or more years of worship leadership and pastoral experience. Excellent vocal and musical skills and presence as a worship leader with experience



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training others musically is essential. A bachelors' degree or equivalent training in theology or Christian ministry is preferred as well as experience managing, training or coaching others with evidence of high emotional social intelligence. Fluency in the English language is required. Fluency in Portuguese is helpful. Must pass all clearances and background checks required by Massachusetts.

CHRISTIAN LIFE: As an employee of Connect United in this job position, you are an important member the church staff team. This job position requires that you be available and prepared to share the gospel, pray, teach, counsel, and minister spiritual care to others. Because of the nature of these types of ministries it is an absolute necessity that you possess and maintain a testimony or lifestyle that is above reproach in accordance to Scripture. What you do on your own time, or post on social media, may seriously affect your ability to perform these types of ministries, which are an important part of your job.