CAMPUS
BIBLE CHURCH

JOB DESCRIPTION - *Worship Arts Pastor*

Reports to:	Senior Pastor
Employment Status:	Full-time
Salary:	$80,000 (depending on experience, qualifications & education)
Benefits:	403b Retirement Plan with match /Dental

POSITION SUMMARY

The Worship Arts Pastor is a godly man who is a gifted individual with a heart to seek after God and to lead our church family in glorifying God through singing, praising, and worshiping.

REQUIREMENTS & RESPONSIBILITIES

Realizing that all of us are in the process of becoming like Jesus Christ (2 Corinthians 3:18) and that we all have areas where we need to grow in ministry, it is our prayer that God will raise up a man who will accept the following responsibilities and will have the following qualifications:

1. He is to be a man with a clear testimony of faith in our Lord Jesus Christ, whose reputation is that of being a man of the Word and prayer.
2. He is to be a man who meets the qualifications of an elder (in accordance with 1 Timothy 3:1-7; Titus 1:5-9).
3. He is to model the spiritual, worship, and musical attitudes and standards that are to characterize the entire music and worship ministry of this church.
4. He is to serve as a part of a pastoral team and a church family, demonstrating a willingness to give of his time, talent, and treasures to serve this local church.
5. He is to be in full agreement with (and willing to sign) the Doctrinal Statement of this local church.
6. He is to be familiar with and willing to follow the guidelines of the Constitution and By-Laws of this local church.
7. He is to operate within the policies established by the Board of Elders for implementation by the pastoral and ministerial staff.
8. He is to provide oversight of all music ministries (e.g. choirs, orchestras, ensembles, praise teams, etc.).

9. He is to oversee the recruitment of participants for the music and creative ministries of this church.
10. He is to develop and submit a proposed annual budget for all of the ministries over which he has oversight.
11. He is to work with the Student and Children's Ministries staff in developing effective music, drama, and creative ministry training and opportunities for service.
12. He is to work with the Senior Pastor and assigned staff in the coordination of all regular and special worship services.
13. He is to provide oversight of the audio-visual department.
14. He is to provide oversight of the Welcome Team (Ushers, Greeters, Information Center, etc.)
15. He is to provide oversight of the Drama Ministry and other Creative Ministries.
16. He is to actively develop an effective Music/Worship Committee whose responsibility is to assist him in the implementation of the ministry.
17. He is to participate in pastoral staff meetings.
18. He is to perform other pastoral duties as assigned by the Senior Pastor.
19. He is to be immediately responsible to the Senior Pastor.
20. He is to maintain regular church office hours, as arranged by the Senior Pastor.
21. He is to be ultimately responsible to the Lord Jesus Christ for the fulfillment of this ministry.

MINIMUM QUALIFICATIONS (KNOWLEDGE, SKILLS, ABILITIES)

1. His Character

a. A Team-player
b. Flexible
c. Organized
d. Committed to excellence
e. Humble
f. Loyal
g. Willing to put others first
h. Servant-Leader

2. His Competence

a. Shepherding
   (1) He must have the proven ability to equip others.
   (2) He must have the proven ability to train leaders.
   (3) He must have proven ability in counseling and discipling.
   (4) He must have the proven ability in the Word and theology.
   (5) He must have experience partnering with other local and global ministries.
   (6) He must be qualified to be licensed or ordained to the ministry.
   (7) He must have at least three years of proven experience serving as a pastor in a local church.
   (8) He must have a proven ability to humbly lead as a man under authority.
   (9) He must meet the leadership qualifications (found in 1 Tim 3:1-7 & Titus 1:5-9).

b. Music
   (1) He must have the proven ability in leading an orchestra.
   (2) He must have the proven ability in choir and ensemble directing.
   (3) He must be skilled in leading blended-style service.
   (4) He must have skill in leading a congregation in worship.
   (5) He must have skills in music theory and arranging.
   (6) He must have a proven ability to administrate music ministries.
   (7) He must be skilled in developing a music staff.
   (8) He must be skilled in managing a budget.

c. Education
   (1) He must have at least a bachelor's degree in music or able to show proven competency.
   (2) He must have some degree or certificate in Bible Training from a reputable institution (30 units preferable) or show proven competence in his knowledge of the Word.

3. His Chemistry

a. He must demonstrate compatibility with Senior Pastor, staff, and Worship Arts Committee in regard to the ministry direction and philosophies.
b. He must have musical credibility with our strongest musicians.
c. He must be willing to serve at least five years in this local church unless otherwise mutually agreed upon by you and the church leadership.

NEXT STEPS

If you believe you meet these qualifications, email a letter of introduction, resume, and sample video of you leading worship to employment@campusbiblechurch.com.

Upon review, we may send you:

- A Worship Arts Pastor Questionnaire
- A General Questionnaire for Candidates for Ministerial Staff

Thank you for praying with us.

ABOUT THE MINISTRY/LOCATION

Campus Bible Church is located in Fresno, California, in the Central Valley. It is located 2 hours west of Yosemite National Park, 3 hours east of the coast, 3 hours south of San Francisco and 3.5 hours north of Los Angeles.

Campus Bible Church is a multi-staff, multi-site, multi-generational, elder-guided, staff-managed, globally minded church of approximately 1,000 people in two locations.

Our Maple Campus is a 5-acre facility (including an auditorium that seats 350, a gymnasium, and an education building) and is located 1-block south of California State University Fresno.

Our Palm Campus is a 2.5-acre facility (including an auditorium that seats 225, a Fellowship Hall and Solarium,) and is located in central Fresno, 4.5 miles from our Maple Campus.

More information about Campus and our ministries can be found at: www.campusbiblechurch.com.

Locations:

Maple Campus
4710 N. Maple Ave.
Fresno, CA 93726

Palm Campus
222 E Fountain Way
Fresno, CA 93704