

Bendigo Baptist Church (BBC)

Associate Pastor of Worship - Position Description

Mission & Vision:

Bendigo Baptist Church is committed to the **mission** of developing 'people into fully devoted followers of Jesus Christ.' (Matthew 28:19-20). Our **vision** for BBC is to be a: *'A community of empowered believers reaching our city, state, nation and globe for Christ.'*

Staff:

The primary task of the staff of Bendigo Baptist Church is to empower God's people for service (Eph 4:11-13), thereby cultivating a community of empowered ministers, not a congregation of expectant observers.

We expect staff members to be Christians who place high value on mentoring, modelling, training, coaching, sharing ministry, encouraging leaders, guiding, clearly communicating and enabling others in ministry.

We want our staff team to be learning and listening leaders who will give a strong lead in strategising, developing teams, taking risks and advancing the ministry of the church. Ministry at BBC demands a strong commitment to team spirit, consensus building and loyalty.

Essential Qualities:

The Associate Pastor of Worship will:

1. Be a committed Christian who, upon appointment, will become a member of Bendigo Baptist Church (BBC)
2. Be in full agreement and aligned theologically, relationally, philosophically and structurally with BBC
3. Able to fulfil the qualifications for leadership within the church, as set out in 1 Timothy 3:1-13 and Titus 1:6-9
4. Show evidence of a strong call by God to the church and the position
5. Possess theological training or is in the process of pursuing biblical studies.
6. Have experience developing a worship ministry in both church and other ministry settings.

7. Possess a strong musical background and be competent and confident in leading worship
8. Be able to work in harmony with and for the mutual benefit of those in all ministries of the church
9. Have an understanding of financial reports and managing budgets
10. Display the following personal qualities:
 - i. A person who demonstrates the love of God in their daily walk
 - ii. Highly developed people-management and interpersonal skills, including the ability to work effectively with people from a range of social, cultural and theological backgrounds and perspectives of all ages
 - iii. Effective in negotiation and conflict resolution
 - iv. A team-orientated leader, using a collaborative and consultative style of leadership that inspires others and builds effective teams
 - v. Self motivated with the ability to work in unsupervised situations
 - vi. Desirous of continual learning and growth.
 - vii. An active compassion for those who have not yet come into a knowledge of the saving grace of Jesus Christ and a passion for the growth of the local church
 - viii. Committed to ongoing personal growth through prayer, worship, bible study and fellowship
 - ix. Seeking to follow the examples and principles of Jesus

Position Purpose:

The Associate Pastor of Worship will work diligently, as a highest priority, to establish throughout all aspects of this ministry such a culture of prayer as will allow the power of God to be its dominant characteristic. This reliance on God through prayer will be an emphasis of our weekly worship gatherings, seeking the Holy Spirit to be powerful in ministering to all those who attend, including people at all stages of relationship with God.

The role has a major emphasis upon seeing the mission and vision of this church fulfilled in the BBC community and beyond. This Associate Pastor will work to develop strategy and plans for the growth of a vibrant worship ministry at BBC.

The general role and activities will include the following:

1. Facilitate inspiring weekly worship gatherings that are creative, relevant, reverent and pleasing to God.
2. Provide leadership, oversight and mentoring of key leaders (including younger leaders) within this ministry
3. Develop, in conjunction with key leaders, strategic goals and objectives for this ministry that are in alignment with the mission and vision of the church
4. Develop and constantly improve annual, quarterly and weekly worship planning processes in conjunction with key leaders
5. Foster a rich sense of community and pastoral care among those within the worship and creative arts ministry
6. Facilitate the recruitment, training and musical development of those within this ministry
7. Oversee all administrative duties (worship rosters, new songs, service run sheets etc), record keeping and issues of music compliance (eg. Church-wide CCLI)
8. Collaborate with the technical director to discuss team rosters, stage design, technical support and use of equipment across the church
9. Evaluate and review existing and proposed ministry strategies / initiatives to ensure ongoing effectiveness
10. Provide worship support to other ministry departments when necessary for special events and functions. (eg. Christmas, Weddings, Funeral, Conferences etc.)
11. Be accountable and responsible for the formulation and control of the worship ministry budgets

Other responsibilities of the Associate Pastor will include:

1. Have a visible presence across weekend worship services
2. Provide formal and informal feedback of activities and outcomes to the Senior Pastor, Church Council and wider Church family when needed
3. Be involved in church worship services and other general duties as determined by the Senior Pastor
4. Participate in weekly senior staff meetings

Performance Management:

The Associate Pastor of Worship will participate in an annual performance appraisal that is conducted by the Senior Pastor and a representative from Church Council. The church or pastor may also request these at any time. Performance will be measured against key result areas that are determined and developed annually from this position purpose.

Terms of Appointment:

The Associate Pastor of Worship will be appointed by and be responsible to the church through the Senior Pastor and Church Council. The appointment to this position will be a part time pastoral position (3 days per week) and will be for an initial period of two years. This may be extended upon a satisfactory review.