

WORSHIP PASTOR

Bethany Evangelical Missionary Church
160 Lancaster St. E.
Kitchener, Ontario



Position:	Worship Pastor
Reports To:	Lead Pastor
Workplace	Permanent
Classification:	Full-time
Compensation:	Competitive salary level consistent with experience Benefits package available

ABOUT BETHANY

Bethany possesses a rich heritage of generosity and faithfulness that has laid a strong foundation over the past 145 years. As a church in renewal, we seek to honour our past, acknowledge our present, and posture towards our future. Bethany's vision and calling is to make disciples and equip believers in every generation to lead people into transforming relationships with Jesus Christ. Renewal to us is an ongoing opportunity and not an outcome, as we abide in Christ, and belong in community with one another.

THE ROLE

We believe worship should have cross-generational expression and impact. It is the outflow of a life surrendered to Jesus Christ. Worship, as expressed in corporate settings, should be vibrant, genuine, and concerned first and foremost with the posture of the heart. Over the past year, many systems have been put in place to support the future growth of the worship and tech ministries at Bethany, and this Worship Pastor role provides room for a capable leader to bring their unique gifts and creativity to develop this position and ministry area. The Worship Pastor will play a key role in building the worship ministry at Bethany through:

VISION SETTING: Working closely with the Lead Pastor to establish vision for worship and tech ministry at Bethany.

TRAINING: Disseminating and executing that vision, by recruiting leaders and volunteers and training them in understanding their roles and honing their craft, as it relates to music, AV, tech, and production. Maintain a strong externally sourced worship leader rotation, while simultaneously identifying and mentoring in-house leaders for the future.

PROJECT MANAGEMENT: Set, attain, evaluate, and modify short-term and long-term goals for the worship ministry that align with the vision and mission of Bethany. Stewarding and allocating worship and tech budgets to strategically support short and long-term goals.

PLANNING: Plan and direct corporate worship services and/or special events in consultation with the Lead Pastor and with prayer, conceptual forethought, theological accuracy, variety, sensitivity to the Spirit, synergy, and musical appropriateness. Ensure that all the musical and technical aspects of the service/event are well-planned, rehearsed, and suited to advance the established vision of Bethany.

GROWTH: Posture worship ministry at Bethany for future growth over time, developing teams to serve in other areas (i.e. youth, kids, seniors, etc.) and explore other creative expressions of worship within the church body.

PASTORING: Intentionally engage with the Bethany EMC congregation, forming relationships and establishing trust. Facilitate times of spiritual discussion, prayer, teaching and encouragement for worship and AV staff and volunteers in a manner consistent with Bethany EMC's articles of faith/practice. Participate in preaching during Sunday services as needed. Will work with pastoral staff to provide leadership of the church when other staff members are away, and will assume pastoral and discipleship care of the worship and A/V teams, as well as other members of the congregation when called upon.

OTHER DUTIES: While working in this role, additional tasks and duties may be assigned, and will be at the discretion and direction of the Lead Pastor.

QUALIFICATIONS, EXPERIENCE, SKILLS, AND ABILITIES

Evident personal relationship with Jesus Christ

Pastoral mindset and willingness to mentor, provide spiritual counsel, teaching, and encouragement

Previous demonstrated experience leading a worship ministry with a church

Previous demonstrated experience in overseeing and directing staff and volunteers

Strong leadership, communication, and interpersonal skills

Able to work efficiently with outstanding organization

Flexible, adaptable, and possesses an attitude of servant leadership

Able to multitask, prioritize, and manage time effectively

Agreement with Bethany EMC's articles of faith/practice

LOCATION

The Worship Pastor is required to perform their job function on-location at Bethany EMC, as well as remain accessible throughout the week by phone or email as needed. Hybrid remote and on-location work options may be available. The Worship Pastor's regular work hours include serving on Sunday mornings.

WORKING CONDITIONS

At Bethany, we care about the mental, emotional and spiritual health of our employees, and creating an environment in which our staff can thrive. In the course of their duties, the Worship Pastor may experience stressful situations, fast-paced work, long or variable hours (including evenings and weekends), competing demands, and difficult conversations. We are committed to working with employees to minimize the mental, emotional, and spiritual impact of their ministerial role. We support staff in creating healthy work/life boundaries and seeking personal growth opportunities and support when needed. We believe that when our staff are thriving, our ministries will thrive too.

CONTACT

Interested candidates can submit a resume to admin@bethanyemc.ca. Bethany welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.