



JOB DESCRIPTION

Position: **Worship & Creative Arts Pastor**
Reports to: **Lead Pastor**
Department: **Creative Arts**
Status: **Exempt**
Hours: **Full-Time**

POSITION OVERVIEW

Rise City Church exists to be a loving and life-giving church who brings hope and healing in Jesus' name. As a religious, non-profit organization (501c3) registered in the state of California, it is our mission to call people to Wake Up to Jesus, Rise to Life in Him and Shine to others.

The **Department of Creative Arts** serves this mission by planning and producing transformational worship services, special events, and digital media aimed at helping people hear the Word, experience God's presence, and grow in His likeness together, both in person and online.

The **Worship & Creative Arts Pastor** supports this goal by providing visionary leadership and execution of all live and online worship experiences, including planning, musical elements, stage environment, appropriate use and care of AV production equipment, as well as the development and appropriate use of digital media.

ESSENTIAL FUNCTIONS

1. Worship Experience Leadership (50%)

- Draws people into the presence of God through effective, excellent, and powerful musical worship during regular weekend services and special worship events as planned.
- Offers engaging and clear communication and teaching to the congregation to help them grow in their understanding of worship and how to experience God's presence.
- Oversees all musical direction for band and vocal volunteer musicians while providing leadership, scheduling, coaching and development for individual team members, paid or volunteer.
- Serves on the weekly sermon planning team to develop service flow, as well as creative content that will enhance the experience for all attendees.
- Researches current musical artists to keep up to date with the latest musical trends while prayerfully and thoughtfully selecting songs and special elements that will engage people's hearts, teach and remind of important theological truth and bring glory to God.
- Plans and directs weekly rehearsals necessary to facilitate musical preparation and excellence.
- Expands the volunteer musician base by identifying, recruiting, and auditioning potential team members and mobilizing them for future involvement.
- Oversees and manages the online streaming service as necessary.

2. Audio/Visual Production (20%)

- Provides vision and direction for all sound, lighting, and video production elements, including the management of all budgetary needs pertaining to production and AV equipment.
- Responsible for the overall look and feel of the worship space, including lighting effects and general stage design - developing and implementing new, original stage designs.
- Directs the Production Coordinator to ensure the appropriate general use, maintenance and development of all church Audio and Visual production equipment, including the AV volunteer team recruitment, training, and scheduling.

3. Creative Content (20%)

- Works in conjunction with the sermon planning team to develop creative visual and video content that enhances the worship services, special events, and digital/social media reach.
- Ensures that all video and graphics materials for worship services or online promotion meet Rise City's standard of excellence and brand identity.

4. Rise City Support Staff (10%)

- Provides pastoral care and counseling to Rise City attenders; offering teaching, guidance, prayer or emotional support as requested.
- Participates in all activities and meetings designated as mandatory for Rise City staff; including attendance at weekly staff meetings, special events and other training/planning activities as assigned.

The above summary of duties represents the major functions and tasks but is not intended to be an exhaustive list of all responsibilities, nor are the percentages intended to be an exact representation of time. Therefore, the individual may perform other related tasks or appropriate their time as required due to business necessity or at the direction of the supervisor.

POSITION REQUIREMENTS

Knowledge

- Three (3) years relevant experience in musical worship leadership
- Best business practices in music performance, theology of worship and audio/visual production
- Basic understanding of video recording and production

Skills

- Accomplished in vocal and instrumental musical performance
- Proficient in musical team leadership and direction
- Creative thinking and artistic expression
- Experienced in the effective use of technology in worship, including the appropriate use of sound mixing, lighting, computers, recording (audio and video), ProPresenter, and video projection. (Experience using Dante audio networking a plus)
- Familiar with the latest Mac OS and Adobe video/graphic/audio software as necessary
- Experience using various social media platforms and knowledge of social media engagement strategies

Abilities

- Possesses a comfortable and enthusiastic presence in front of large audiences
- Able to work independently without supervision, determine workload priorities to complete work in a timely manner, and identify and resolve problems
- Self-motivated and flexible
- Capacity to recruit, train and guide volunteer leaders and musicians
- Builds and gives mutual trust and respect while working to collaborate at all levels of the organization

Rise City Church Employee Expectations:

- Active and growing integration of faith in Jesus Christ; evidences by action, attitude, speech and behavior
- Adherence to conflict resolution as listed in Matthew 18 and Ephesians 4:15
- Faithfully supports Rise City as church home (*regular attendance is required of exempt employees*)
- Proactive participation in Rise City Strategic Initiatives
- Successful completion of a background check
- Understanding, agreement and adherence to the Rise City Statement of Faith
- Adheres to policies and procedures as outlined in the applicable Rise City Employee handbook

Physical Requirements

Position requires ability to speak (sing), stand, walk sit; use hands to finger handle or feel objects, tools or controls; reach with hands and arms; balance; stoop, kneel, crouch, as well as lift or move up to **twenty-five** pounds. Specific vision abilities required by the job include close vision, distance vision, color vision, peripheral vision, depth perception and the ability to adjust focus. Must be able to hear clearly in order to set appropriate

audio levels on all video content. **Requirements are essential job functions that must be performed with or without reasonable accommodation.**

Mental Activities

Frequent oral communication, listening, reading, writing, calculating, reasoning, analyzing are required.

Workplace Values

Rise City Church strives to be a loving and life-giving church. Therefore, as employees we are connected in a special way and our dealings with one another must display these traits: honesty, dedication, humility, teamwork, patience and respect for one another. We are to maintain a vital personal relationship with Jesus Christ and demonstrate that committed faith through a morally upstanding lifestyle in keeping with Biblical principles.

Employment At-Will:

All employees of Rise City Church are at-will, and as such, are free to resign any time without reason. Rise City, likewise, retains the right to terminate and employee's employment at any time with or without reason or notice. Nothing contained in this job description or any other document provided to the employee is intended to be, nor should it be, construed as a guarantee that employment or any benefit will be continued for any period of time. No manager, supervisor or employee of Rise City has any authority to enter into any agreement for employment for any specified period of time or to make any agreement for employment other than at-will.

Employee Signature

Date

HR Signature

Date