

ROLE DETAILS

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|-------------------------|----------------|----------------|----------------------|
| Employee Name | | Staff Category | Full-time |
| Position Title | Worship Pastor | Reg. Hrs/Week | 37.5 |
| Ministry Area | Worship | Reports to | Creative Area Leader |
| Executive Ministry Area | Creative | Entity | Riverview Church |

ROLE SUMMARY

Working under the Creative Area Leader and alongside the Music Director, the Worship Pastor is responsible for leading, inspiring, growing, mentoring and developing the worship ministry across all locations at Riverview; with a specific focus on worship leaders and vocalists. The Worship Pastor leads worship as required across Sunday Celebrations, team nights, events, and helps to develop the songwriting culture at Riverview across all locations.

KEY RESPONSIBILITIES

| Key Result Areas (Primary responsibilities/tasks) | % Role | Key Performance Indicators |
|---|--------|---|
| <p>Worship Team Leadership</p> <ul style="list-style-type: none"> Uphold Riverview's worship style, emphasis and approach at all Riverview celebrations and locations. Under the guidance of the Creative Area Leader, lead Riverview's worship leaders & vocal team – engage in one-on-one meetings, identify growth needs, spiritual health and development needs. Furthermore, instil in them the Riverview culture, leadership expectations, and drive towards growth (<i>Note: Music Director is point person for MDs and Music Sections</i>). Point person for Worship leaders by following up the communication of requirements for upcoming weekends by contacting and receiving setlists and inputting into Elvanto; ensuring a high standard of worship across all Riverview locations. Lead, inspire and grow the vocal section/team across all locations. Alongside the Music Director, oversee rosters for the Worship Ministry, ensuring a high standard at every celebration and location. Conduct regular coaching conversations across various Riverview locations, ensuring a high level of feedback and personal development across the team. Taking creative direction/briefs from the Creative Area Leader, and working with the Music Director to deliver any creative, musical material for Big-Rock events or weekends as required. As requested, help to source and develop creative material for Big-Rock events in collaboration with the Creative Area Leader and the Creative team. General pastoral care of worship team volunteers across all locations - spend one-on-one time with team members who require spiritual direction and prayer as well as challenge team members in their worship lifestyle. Oversee auditions for all new worship team members - ensuring suitability of candidates. | 60 | <p>Worship setlists are at a high standard and reflect the overall culture of worship. Vibrancy, creativity & a God centric focus across worship team. Celebrations are full of capable musicians and singers. Volunteers are cared for, heard and feel a part of the team. Team Nights are well prepared and impacting. New volunteers are found, equipped and released. On-time for meetings, key contributor and positive attitude. New songs coming through from writers and writers are growing.</p> |

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| <ul style="list-style-type: none"> Promote team growth by constantly being on the look-out for new people who could join the team and be released in the team. Work with other areas to achieve a high level of synergy for events and projects (Film/Production/Events/Youth/YA/Exec) Work to maintain synergy between production team and worship team; ensuring live mixes are excellent at all Riverview celebrations and locations. Attend all meetings when requested and energetically contribute. | | |
| <p>Weekend Celebrations, Team Nights & Events</p> <ul style="list-style-type: none"> Regularly Worship Lead at weekend celebrations and team nights; setting the standard of spiritual leadership, hunger for God and musical excellence. Working with the Music Director, provide oversight and organisation of rehearsals or worship team nights, ensuring they are of high value for the volunteer. Develop, source and plan excellent masterclasses that will grow and inspire each instrument group. Liaise with Production team weekly about technical requirements for Weekend services (stage plot, channel lists, mixing requirements, specific feedback, etc.) Understand and be able to operate live-tracks and any other on-stage computer technology for all celebrations and locations. Prepare for weekends as required. | 30 | <p>Team nights are set up, effective and well executed.</p> <p>Masterclasses are organised and insightful.</p> <p>Tracks are prepared and ready.</p> <p>Synergy with Production team.</p> |
| <p>Music Creation</p> <ul style="list-style-type: none"> Assist Creative Area Leader with developing the songwriting culture and lifting the lyrical standards across the writing team. Liaising with writers and organise regular co-writes. Develop new songs submissions by working with writers and other team members and with the Music Director to produce and record at a high standard. | 10 | <p>Demo tracks and charts produced within deadlines</p> <p>Software up to date</p> <p>Music creation team is growing.</p> |

GROWTH OPPORTUNITIES

Major opportunities facing this role, now and into the future

Working with creatives – creative people sometimes can be difficult to lead and develop.

Developing Volunteers and Leaders

Preserve our world-class standard of creative work whilst developing new people.

Maintaining key relationships whilst making difficult decisions.

OTHER DETAILS & REQUIREMENTS

Any other information relevant to understanding the role

KEY COMPETENCIES**Essential**

Passion for God, worship and music.

Symmetry and alignment with beliefs, values and theology of Riverview Church.

Demonstrated leadership skills in the context of a creative team (goal setting and coordination, strategic planning, supervision of rehearsals, individual follow-up, conflict resolution, coaching and general development of team members).

Advanced communication and interpersonal skills - ability to present to group well and relate effectively to individuals.

Highly developed musicality – so as to have the credibility to effectively lead other proficient musicians and vocalists.

Self-motivated and resourceful.

Consistent, reliable and dependable.

Experience in rostering systems such as Elvanto.

General computer skills (email, Microsoft Office).

Desirable

Experience with recording programs such as Pro Tools, Ableton & Mainstage.

Familiar with the set up and maintenance of musical equipment.

Good songwriting skills.

| Resources required (Change as relevant) | | Details |
|---|---|---------|
| Keys | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | |
| Workstation/Office | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | |
| Computer | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | |
| Network Access | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | |
| Telephone | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | |
| Mobile or allowance | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | |
| Other | Yes <input type="checkbox"/> No <input type="checkbox"/> | |

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| Last reviewed by | Zac Gageler | 26 / 11 / 2018 |
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