



Associate Pastor of Worship and Ministry

Position Scope: Full-time; Sunday-Thursday

Position Status: Exempt

Salary Range: \$44,854 - \$50,000 annually

Reports to: Bloomington Campus Pastor

Department: Bloomington Campus

Ministry Vision

A Fearless Church of Christ Followers whose Ridiculous Love and Dangerous Witness are Irresistible.

Ministry Responsibilities

The Associate Pastor of Worship and Ministry creates worship services relevant to current culture yet have no compromise to the Word of God. This position works with worship and tech volunteers in recruiting, equipping, and scheduling. This position works with the Campus Pastor to shepherd people via miscellaneous pastoral responsibilities assigned by the Campus Pastor.

Essential Duties

<u>Description</u>	<u>% of Time</u>
<p><i>Ministry Responsibilities</i></p> <ul style="list-style-type: none"> • Responsible for worship ministry at the Bloomington Campus including creation of Sunday service orders, leading Sunday worship, directing rehearsals, charting music as required, and scheduling volunteers • Responsible for tech ministry and technical service needs and events at the Bloomington Campus including recording and posting Sunday sermons • Responsible for direction of Celebrate Recovery (CR) worship in coordination with the Campus Pastor and other staff responsible for CR • Serves as a spiritual leader and resource to volunteers 	60
<p><i>Leadership Development</i></p> <ul style="list-style-type: none"> • Support the vision, values, and strategies of Eastview through recruiting, training, and leading volunteers in the worship and tech areas • This includes taking responsibility for musician and tech teams to connect in community with each other and with others in the body 	20

<u><i>Vision and Strategic Development</i></u> <ul style="list-style-type: none"> • Collaborate with Campus Pastor and Bloomington Campus team in strategic planning and shepherding • Assist in the coordination of worship services that aligns with Eastview's mission and vision and the Campus Pastor's heart 	10
<u><i>Miscellaneous</i></u> <ul style="list-style-type: none"> • Other pastoral and shepherding duties as requested by Campus Pastor that exist outside of worship, tech, and CR • Other duties as assigned. 	10

Required Core Competencies

- *Functional/Technical Skills* – knowledge and skills to do job at high level of accomplishment
- *Time Management* – Values time, uses effectively, concentrates efforts on important priorities
- *Action-Oriented* – Enjoys working hard, full of energy for challenges, seizes opportunities
- *Conflict Management* – steps up to conflicts, reads situations quickly, good at focused listening
- *Emotional Intelligence* – self-awareness, motivation, self-regulation, relates well to all kinds of people, builds appropriate rapport
- *Motivating Others* – creates climate in which people want to do their best, gets the best out of people

Required Qualifications

Experience

- Proficient in Microsoft Office (Word, Excel, Outlook, PowerPoint, Teams, and Publisher) and Adobe products
- Demonstrated ability to lead worship with contagious joy and energy and respond to the energy in the room and the Spirit's prompting
- Ability to chart, write and arrange music
- Demonstrated ability to lead, coach, teach, and train musicians and tech volunteers
- Proficient in multi-tracking, stage performance, and music notation software such as Ableton, Logic Pro, or Finale, PCO, ProPresenter and Multitracks
- Proficiency in Allen and Heath soundboard, light board, and technical function
- Ability to and comfortable with planning and organizing
- Excellent interpersonal, verbal, and written communication skills
- Strong team player

Education

- Bachelor's degree in related field or equivalent experience

Preferred Qualifications

None

Physical Demands

Stand:	O	Hearing/Listening	C
Sit:	C	Carry/lift 0-10 lbs	F
Walk:	O	Carry/lift 11-20 lbs	O
Run:	N	Carry/lift 21-50 lbs	N
Reach Outward:	C	Carry/lift 51 - 100 lbs	N
Reach Above Shoulder:	O	Carry/lift 100+ lbs	N
Climb (stairs/ladders):	O	Push/Pull 0-12 lbs	O
Crawl:	N	Push/Pull 13-25 lbs	N
Stoop, kneel, or crouch:	O	Push/Pull 26-40lbs	N
Bend:	F	Push/Pull 41-100 lbs	N
Talk:	C		

N (Not Applicable) Activity is not applicable to this occupation.

O (Occasionally) occupation requires this activity up to 33% of the time (0 – 2.5+ hrs/day)

F (Frequently) occupation requires this activity from 33% - 66% of the time (2.5 – 5.5+ hrs/day)

C (Constantly) occupation requires this activity more than 66% of the time (5.5+ hrs/day)

Work Environment

100% working indoors in a moderate noisy atmosphere and environmentally controlled conditions with expected long hours in front of a computer screen. Sedentary physical activity performing non-strenuous daily activities of an administrative nature. Manual dexterity sufficient to reach/handle items and work with the fingers. Overtime requirements as needed for special projects.

Benefits

- Paid Time Off: holidays, vacation, sick, personal, and service days (camp or mission trip sponsored by Eastview)
- Discounts in Café 19 and Health Club
- 403(b) Retirement Plan
- Maternity and Paternity Leave
- Staff Milestone Program
- Tuition Assistance Program
- Group Health Insurance with an HSA and paired with an HRA
- Dental and Vision Insurance
- Flexible Spending Account and Dependent Care Account options
- Term Life and AD&D – Church provides \$50,000 coverage on the staff member
- Long Term Disability