

Worship and Media Pastor

FULL-TIME | SALARIED | EXEMPT | MINISTERIAL

Revised September 2026

PURPOSE

In alignment with the core values of Believe, Grow, Connect, and Serve, the Worship and Media Pastor will shepherd and lead the church's worship, music, production, and media ministries.

PRIMARY DESIRE

For corporate gatherings to glorify and honor the Triune God through theologically rich, congregationally singable music and thoughtful service elements that encourage and unify God's people.

QUALIFICATIONS

- A believer in Jesus Christ who demonstrates a genuine and abiding relationship with Him and meets the biblical qualifications of an elder found in 1 Timothy 3:1-7 and Titus 1:5-9.
- Agreement with and faithful support of the statement of faith, mission, core values, ministry philosophy, and policies of Faith Bible Church.
- A bachelor's degree or equivalent experience; formal music or theological training is preferred.
- Experience leading corporate worship and developing volunteer worship and production teams.
- Proficiency with worship-planning and presentation software, video editing, media graphics, and relevant production technology.

GIFTS AND ABILITIES

- Demonstrated musical and vocal ability to lead others in worship.
- Spiritual maturity and theological understanding, with the ability to address the congregation confidently and appropriately.
- Appreciation for both historic church music and modern worship while remaining sensitive to a multigenerational congregation.
- Creativity, organization, initiative, attention to detail, and the ability to work with limited supervision.
- Ability to shepherd, disciple, recruit, train, schedule, and develop volunteers.
- Strong relational, collaborative, and problem-solving skills.

SPECIFIC DUTIES AND RESPONSIBILITIES

- Work with the Lead Pastor to plan and provide pastoral leadership for Sunday worship services and other church-wide gatherings.
- Select theologically sound and congregationally appropriate music and prepare service elements that support the biblical teaching and ministry priorities of the church.
- Build and lead volunteer teams of musicians, vocalists, audio-visual operators, and other worship and production participants.
- Recruit, disciple, train, schedule, encourage, and provide ongoing spiritual support and feedback to volunteers.
- Shepherd, supervise, and develop the Worship Ministry Intern(s) through clear responsibilities, training, feedback, and ministry experience.
- Plan and conduct rehearsals and establish appropriate standards for preparation, participation, and performance.
- Oversee the musical and technical production of worship services, including audio, video, lighting, presentation, recording, and livestream systems.
- Ensure that special services, approved church events, and age-specific ministries receive appropriate worship and media support.
- Develop video, graphics, digital media, and promotional content in collaboration with pastors, ministry leaders, and communications personnel.
- Develop and administer the Worship and Media Ministry budget and oversee the maintenance, organization, and replacement of instruments, production equipment, and media resources.
- Participate in staff meetings and attend elder meetings when requested.
- Perform other duties, including pastoral responsibilities, as assigned by the Lead Pastor or Elder Board.

MINISTRY AND PROFESSIONAL DEVELOPMENT

Continued spiritual, theological, musical, technical, and professional growth is expected. Development goals should be established in consultation with the Lead Pastor.

ACCOUNTABILITY

This position reports to the Lead Pastor and functions under the ultimate oversight of the Elder Board.

PHYSICAL DEMANDS

Regularly required to stand, sing, and lead from a stage/platform environment for extended periods, including exposure to stage lighting and sound equipment; occasional lifting of up to 40lbs (music, audio, and media equipment) required.