



Redemption City Church
Baltimore, MD
Worship Pastor Job Description

Planted in 2018 in the heart of the fastest growing neighborhood in Baltimore City, Redemption City Church is a young, thriving, multi-ethnic congregation of 300+ people. RCC's vision is to become a church planting movement fueled by the gospel that reaches Baltimore and cities around the world.

Title: Worship Pastor

Type: Full-time, Salaried, Clergy

Salary Range: \$40,000-\$80,000

Responsibilities:

I. Worship Ministry Oversight (75%)

a. Worship Service Preparation

- i. Study the Biblical text that will be preached and prayerfully select textually appropriate, Christ-exalting, culturally relevant songs, along with other Scripture readings and content for corporate worship and other events.
- ii. Organize liturgical components into a cohesive, distinctly Christian service that builds up the body.
- iii. Assist the Pastor for Preaching and Vision in the planning and implementing of the weekly worship gathering.
- iv. Prepare exhortations to aid the church in understanding who God is, what he has done for us in Christ, who we are in relation to him, and what we are doing during the service.
- v. Prepare servant leaders to fulfill the necessary requirements of their position.
- vi. Oversee the preparation of presentation materials (lyrics, sermon notes, etc.)

b. Worship Service Execution

- i. (Worship Leader) Lead corporate worship services as the primary worship leader and principal musician providing macro pastoral care to the church.
- ii. Recruit and Lead (*Assistant Worship Director*) who will help lead the band in excellent pursuit of beautiful, current, and congregationally approachable arrangements of songs.
- iii. Recruit and Lead (*Technical Director*) who will manage and supervise tech teams and systems (Audio, Video, Overflow, and Livestream)

c. Leadership Development

- i. Raise up and develop interns and residents to go out with our church plants.
 - ii. Recruit and Lead an Assistant Worship Director to schedule volunteers, catalyze special creative projects, and organize the worship team.
 - iii. Oversee musical direction by providing creative direction and feedback to the Assistant Worship Director.
 - iv. Oversee the growth and development of our servant leader support positions (e.g. sounds, slides, livestream, etc.).
 - v. Occasionally visit and support other churches to assist in their worship ministry development.
- d. **Volunteer Utilization**
- i. Steward the congregation's music talents and technical abilities by recruiting, assimilating, and training servant leaders for the ministry.
 - ii. Ensure all serving ministry team members are equipped to serve with excellence by providing adequate preparatory materials via Planning Center Online (song arrangements, chord charts, and rehearsal videos) and leading rehearsals.
 - iii. Provide servant leaders with individual encouragement and guidance on skill development as needed.
 - iv. Set the direction and goals for Tech servant leaders and guide them toward producing a consistent and pleasant listening experience.
- e. **Other responsibilities**
- i. Songwriting and Album Producing for Redemption City Worship.
 - ii. Curation of the church's hymnody.
 - iii. Act as the point person for all non-Sunday corporate gatherings (member's meetings, special events, etc.).
 - iv. Oversee AV media content creation and distribution (Sermon video and podcasts, other videos, albums, etc.).
 - v. Curate creative stage design for each sermon series.
 - vi. Take responsible care of the church's equipment.
 - vii. Stay up to date with current technology to ensure forward motion of the ministry
 - viii. Oversee Worship budget expenditures.
 - ix. Monitor, maintain, and optimize technical systems and infrastructure that support Sunday worship services: Audio, Video, Lighting, Streaming, Internet network, Intranet network, and Overflow spaces.

II. **Staff Elder Responsibilities**

- a. Participate in weekly Staff Meetings.
- b. Provide consulting input for other ministries.
- c. Participate, when available, in development programs (RCC Institute, Residents, etc.).

III. Pastoral (25%)

- a. Fulfill elder responsibilities per the church membership covenant, bylaws, and RCC Shepherding document.
- b. Counsel and shepherd covenant members in assigned Gospel Communities. Make hospital/crisis visits as needed.
- c. Oversee and shepherd assigned Gospel Communities and their leaders.
- d. Coordinate with deacons to serve and help members and others in need.
- e. Coordinate multiplication of assigned Gospel Communities with group leader(s).
- f. Prepare for and attend *all* corporate worship services and members meetings.
- g. Preach occasionally (2-3x/year) at corporate worship.
- h. Provide pre-marital counseling and officiate weddings/funerals as needed.