



Westwood Church believes the best two things we can do for our church family are: 1) help deepen spiritually authentic relationships with each other, and, 2) empower people according to their gifting for God's glory and the good of others. Those who hold positions of leadership at Westwood must commit themselves to personally living out these values, and to make those values central to their ministry leadership. We value honesty, unity, initiative, and intentionality as we humbly serve those God has placed in our care. With this in mind, we ask you to help shape a healthy culture within the team that helps accomplish the following responsibilities in ways aligned with Westwood's vision and philosophy.

Recruiting, empowering, and caring.

In each area of influence, the Worship Pastor actively engages and recruits people from our church family to use their gifting and talents for the good of our church, for the advancement of the mission of our church, and ultimately for God's glory. Ongoing and frequent equipping, feedback, coaching, and encouraging are important to the teams as they are empowered to serve in significant ways. Finally, because people matter more than what they do, spiritual care, discipleship, and pastoral investment in the lives of the team members are vital to the role of Worship Pastor.

Initiate, improve, invest, and inspire.

The Worship Pastor demonstrates initiative in all aspects of the role; looking for opportunity to try new things, improve existing efforts, identify more effective ways to invest in the team, be quick to address challenges, build a healthy team culture, and celebrate the growth and success of others in ways that inspire.

Instrumentalists, vocalists, service planning, environment, and technical.

These primary areas of the worship ministry all fall under the care and leadership of the Worship Pastor. Preparing well equipped teams, thoughtful attention to service planning, and clear communication and expectation are all central to the role of Worship Pastor. Responsibilities include:

- Timely scheduling of volunteers and rehearsals across the worship ministry and the coaching of teams.
- Planning of all services (music, elements, creativity, flow, etc) including special events and other services.
- Oversight of set design, staging, and worship environment/atmosphere from the lobby to the auditorium.
- Oversight of LIVE streaming (including equipment and personnel) and archiving locally and on website.
- Being conscious to avoid ruts, some routines, and general predictability in order to keep things vibrant.
- Oversight of technical teams serving audio, lighting, screens in all worship spaces, and online.
- Help teach, minister, and grow our church family in their understanding and expression of worship.
- Plan ahead, be organized (or empower an organizer), lead well and humbly, and work with excellence.
- Must be supportive of the goals, visions, and leadership set forth by the Board of Overseers.
- Help support Student Ministry by helping lead (or facilitate leaders) and equipping students as available.
- Ultimate success is empowering and celebrating the success of others under your leadership and care.
- Of course, other duties may be assigned from time to time.