



JOB DESCRIPTION

Worship Arts Pastor

Name:

Supervisor: Lead Pastor

Interfaces with: Core Lead Team, All staff, Church Congregation, Volunteers

Hiring basis: Full-time

Benefits: See the current Pathway Staff Handbook

PURPOSE AND PRIMARY RESPONSIBILITIES

The Worship Arts Pastor champions the DNA of Pathway Church, including our vision to be a church that restores, raises up, and reaches out. Our mission of loving God and loving all people in our pathway, and our discipleship focus to connect, grow, and serve.

This role leads our church family in modern worship by creating inspiring Christ centered and Spirit filled environments that help people connect with God in meaningful and transformational ways. This role leads a team that then leads our people into the presence of God. The Worship Arts Pastor supports a culture of prayer, collaboration, and unity across all ages and backgrounds, remaining grounded in Scripture and attentive to the leading of the Holy Spirit.

By nurturing creativity, equipping teams, developing artists, and shaping worship experiences that reveal Jesus in fresh and meaningful ways, this role strengthens the spiritual and relational health of Pathway Church.

PERSONAL SPIRITUAL RESPONSIBILITIES

- Maintain a strong, Spirit-filled relationship with Jesus rooted in Scripture.
- Demonstrate authenticity, spiritual maturity, integrity, and a life that reflects Christ.
- Support Pathway Church's vision, mission, values, and leadership with unity and humility.
- Lead with a servant's heart, promoting peace, love, and church-wide unity.
- Engage regularly in discipleship and model healthy rhythms of work, rest, sabbath, and family life.
- Pray for and encourage church leaders and consider Pathway Church your church home.
- Maintain healthy, professional relationships with pastors, staff, congregation, and the community.

Initials _____



ESSENTIAL ATTRIBUTES

Spiritual & Ministry Leadership

- Centered on Christ, grounded in Scripture, and guided by the Spirit in both belief and practice.
- A shepherd-hearted leader who fosters unity and nurtures spiritual health within teams and worship environments.
- Able to champion a wide range of ages and experiences in both worship and leadership settings.

Relational & Team-Building Strengths

- Strong relational skills that build trust with staff, volunteers, and campus teams through authenticity, humility, and communication that honors others.
- Works collaboratively with a kingdom mindset and supports both women and men in shared ministry.
- Contributes to a joyful staff culture that values family.

Vision, Innovation & Organizational Excellence

- A visionary mindset shaped by biblical truth and responsive to the Holy Spirit, keeping worship experiences fresh, imaginative, and engaging.
- Strong organizational and budgeting abilities that support effective worship ministry planning and execution.

ESSENTIAL QUALIFICATIONS

Technical & Administrative Competencies

- Proficient in Planning Center and Microsoft 365.
- Strong organizational skills and attention to detail.
- Able to manage worship budgets effectively.
- Handles confidential information with integrity.

Leadership Development & Creative Skills

- Experience leading contemporary worship services with musical excellence.
- Plans and executes services that integrate music, media, and creative elements.
- Leads and mentors creative teams across all ministries to ensure unity in worship.
- Recruits, trains, and discipled a diversity of ages, backgrounds, and experiences, for worship leaders and musicians.
- Casts vision clearly and leads meetings with humility and clarity.
- Develops visual and creative elements that reflect biblical truth.
- Supports campus events with flexibility and a servant's heart.

Interpersonal & Professional Qualities

- Reliable, timely, and accurate in completing tasks.
- Strong problem solver with a faith-centered approach.
- Works well with staff and volunteers, receiving feedback constructively.
- Prioritizes team success and models a life led by the Holy Spirit.



EDUCATION/EXPERIENCE AND OTHER REQUIREMENTS

- Must wholeheartedly affirm and support Pathway Church's Core Beliefs and ministry distinctives as the Church of God Ministries, Anderson, Indiana.
- Pastoral credentials and/or evidence of calling to pursue ordination preferred.
- 4-year college degree.
- 5 years of worship leadership experience.
- Strong vocal and musical experience preferred.
- Experienced in volunteer team recruitment, training, and support.
- Multi-campus leadership experience is a plus.
- Communicates clearly and fluently in English in both writing and speech.
- Possess a current driver's license.
- Authorized to work in the USA.
- Must pass:
 - criminal history check.
 - employment and education verification.
 - professional license or certification verification.
 - reference check.
 - social media behavior check.

WORK SCHEDULE

- Normal work schedule is Sunday through Thursday; this is an in-person role.
- Flexibility is required to work some nights and weekend days.

EMPLOYEE ACKNOWLEDGEMENT

Start Date: _____

Salary Amount: _____

I, at this moment, acknowledge the above-listed Job Description as my employment responsibility. I understand that it will be the guiding factor in the evaluation/review process. I intend to follow Biblical principles, the vision of Pathway Church as established by the Lead Pastor and Board of Directors, and all organizational documents. I have received and reviewed the Pathway Staff Handbook, to which I will adhere.

Signature: _____

Date: _____

SUPERVISOR ACKNOWLEDGEMENT

Signature: _____

Date: _____

Initials _____