



# Worship Pastor Search

**JOB TITLE:**

WORSHIP PASTOR - NORTHSIDE CHURCH



## Northside Worship Pastor + Guest Services

Reports to: Senior Pastor

Role Type: Permanent

Duration: 12 months with 3-month probation

Work Schedule (Days): 4 days per week

### Our Vision:

Creating communities that engage the disengaged with Jesus.

### Purpose Statement

To lead people into a growing relationship with Jesus Christ by creating worship experiences that leaves people wanting to come back and take the next step toward Jesus.

### Worship Pastor: 3 days per week

#### Purpose:

This position is the oversight of the creative teams across the Crows Nest and Turrumurra services of Northside Church. The job involves overseeing and coordinating mid-week planning and delivery of all church services and the development, pastoring and identification of new team members, training and discipling them into active members of our greater team through encouraging them in all areas of ministry (playing, writing, programming etc.). This will be done through building strong relationships with congregation and working closely with other ministry team members.



## Responsibilities:

### 1. Sunday Church Services

Working with both Crows Nest and Turramurra campus pastors and worship team leaders to ensure the delivery of high-quality teams able to support praise and worship. To identify and implement a solid leadership structure across all areas (technical, media and music team) by recruiting, training and developing team members, inspiring them to create and nurture their gifts. To oversee and build song lists, creative elements, video moments that add to the communication of the message of the gospel. To work together with the rostering team to ensure that there is strength on the platform and new people are given opportunity to grow and develop.

## Outcomes:

- Work with administration assistant to plan and roster for each service across each working a month out at a minimum.
- Plan with the creative team, communications person and campus pastors, the different elements needed to support the message for each Sunday including; song selection, media elements and creative items



## 2. Worship Leading

Responsible for overseeing and leading worship where applicable on Sundays and mid-week activities such as staff meetings and ministry events.

Outcomes:

- Lead or contribute to worship at 2 services per week
- Develop and release new leaders to lead worship through opportunities to do so whether at Sunday services or other worship nights

## 3. Team Development and Pastoral Care

Responsible for developing a worship ministry leadership structure across both Turramurra and Crows Nest campuses (in collaboration with Campus Pastor). Take ownership for the pastoral oversight of the team and involve the pastoral care team as needs arise.

Outcomes:

- Establish regular rhythms for training and development of all aspects of worship ministry including worship leaders, backing vocalists, musicians, lighting, audio and vision operators.
- Ongoing pastoral care of the team in collaboration with the wider pastoral care team
- Have regular onboarding and training nights to give opportunity to new team members to join the team



#### 4. Musicality of Services

Oversee and work alongside the musicians within your teams to ensure weekend services are continuing to move forward musically. To work on the implementation and arrangements for new songs leading to high congregational engagement.

Outcomes:

- Establish a healthy rhythm of new song introduction to continue congregational engagement
- Invest in training nights, online training modules and regular rehearsals to develop the team and encourage team cohesion



## 5. Church Special Events

Work with the ministry team to plan and create programs in conjunction with the creative team. Design ongoing planned calendar events such as; Mother's Day, Father's Day, Easter Services, Celebration Sunday and Christmas along with other events that arise such as church conferences, volunteer appreciation nights etc.

Outcomes:

- Plan, well in advance, themes and creative elements needed for each special service
- Work with campus pastor regularly to forward plan upcoming events and sermon series themes
- Build, if not already established, a core creative team to create special items throughout the year

**Pastoral Responsibilities:**

1. Worship:

- Attend both AM and PM worship services each Sunday, assisting in services as required in service leading, administration, Team Support and Preaching/Communication.

2. Reports:

- Accountability for fulfilling responsibilities is to Senior Pastor
- Abides by Northside Church Policies and procedures and Code of Conduct



### 3. Meetings:

- Contribute to weekly meetings - Northside Staff Team.
- Weekly meetings with (Direct Report), and work together as needed.
- Creative direction and ideas for programming

### 4. Team Building:

Always be looking, meeting, training and encouraging new members to join.

### 5. Continuous Improvement:

Evaluate, improve, develop and implement systems which engage the disengaged and make followers of Jesus who make followers of Jesus.

### 6. Administration:

- Keep accurate records of team members personal details.
- Utilize church owned software and systems to improve communications and ministry efficiency.
- Implement Church Safe and adhere to all Northside policies.
- Provide reports as requested by Direct Report.
- For your ministry areas, submit proposed budget and manage annual budget once approved.
- The timely rostering of NCC's Service teams up to 2 months in advance at any time  
Services (Worship Team, Tech Team and Service Coordinators)  
Guest Services Team (Carpark to communion)



Outcomes:

- Healthy working relationships
- Health Team dynamics
- Growing in spirituality and leadership
- Fulfilling the vision and working towards goals and outcomes
- Safe Leaders, Safe People and Safe programs

Support the Services Pastor and Northside's Multi-campus Services team through:

- Assisting with Creative planning for services
- Participating in Service Team nights as required
- Input into Services Team Leadership Development

Rostering Administration: Multi-campus

The timely rostering of NCC's Service teams up to 2 months in advance at any time

- Services (Worship Team, Tech Team and Service Coordinators)
- Guest Services Team (Carpark to communion)





# Guest Services: 1 day per week

## One Sentence Job Description:

Create compelling pre-and post-service teams, environments and processes that build community and help new people connect.

## Purpose Statement:

All guests meet someone and feel that we're glad they're here; when a willing guest is helped to take the next step in their connection journey (e.g. taken to Next Steps).

## Responsibilities:

1. Embed existing processes across both services
  - a. Welcome team to greet a newcomer and take them to Next Steps
  - b. Next Steps person to take their details and offer a personalised follow up during the week.
  - c. Administrator to send welcome email on Monday on behalf of Senior Pastor
  - d. Team to follow up from there per assimilation processes.
2. Shape and develop team culture, structure, recruitment and training, working with team leaders.
3. Ensure the physical environment is conducive to community building .



## CONTACT US

Got questions or want to find out more about Northside?

**On Sundays we gather at:**

Crows Nest, 10am + 6pm  
Cnr Pole Lane & Oxley Street, Crows Nest

Turramurra, 9am  
217 Bobbin Head Road, North Turramurra

**We can be contacted via**

Phone: 9439 7822  
Email: [info@northsidechurch.org.au](mailto:info@northsidechurch.org.au)

**Postal Address**

P.O. Box 83, Crows Nest, NSW 1585

**Social**

[www.facebook.com/northsidechurchAU](https://www.facebook.com/northsidechurchAU)  
[instagram.com/northsidechurchau](https://www.instagram.com/northsidechurchau)

If you have ideas on how to improve our newsletter we would appreciate your feedback.  
Email us at [info@northsidechurch.org.au](mailto:info@northsidechurch.org.au)