



**CORNERSTONE PRESBYTERIAN CHURCH
ASSISTANT PASTOR OR DIRECTOR OF WORSHIP**

Cornerstone's Worship Pastor or Director will be responsible for the healthy growth of worship ministry. He will serve full-time as a PCA ordained or ordainable minister or an unordained full-time director. The proposed salary package is commensurate with experience.

Position Qualifications:

1. A growing church leader preferably with 2 years ministry experience.
2. Ideally, proven leadership experience in worship services that are musically inspiring, Scripture-filled, gospel-centered, mission-focused, engaging, and joyful.
3. A committed follower of Jesus Christ who demonstrates spiritual maturity and a growing personal relationship.
4. Strong musical, interpersonal, and administrative skills.
5. Excellent written, verbal, and interpersonal communication skills.
6. A self-motivated learner committed to personal and professional development.
7. A desire to be coached and encouraged by leaders and collaborate in ministry.

Job Description

Oversee Worship Ministry

Weekly planning and execution

- a. Confirm song selection that blends the theme of the sermon with intentional hymnody (see worship white paper on the Church profile).
- b. Plan service liturgy in conjunction with Pastoral Staff. Implement a strategy for integrating new songs and keeping sets from getting too repetitive.
- c. Utilize Planning Center and ProPresenter or other tools and lead volunteers to have liturgy ready to project on Sunday morning.
- d. Lead the worship team in preparation for Sunday worship through rehearsal and the congregation in musical worship on Sunday mornings.
- e. Continue to develop the live-stream ministry; oversee, train, and build teams to run the live-streaming services every Sunday.

Ministry Development

- a. Recruit, train and lead the music team, including regularly scheduled music team meetings (at least quarterly) and opportunities for music lessons (twice per year). Intentionally seek new or unused talent in the congregation or other paid musicians to supplement as needed.
- b. Recruit, train and the audio/visual team.
- c. Report regularly to the session on goals and ministry.
- d. Oversee updating of technology and items related to worship budget.
- e. Pursue continuing education/mentoring to develop your leadership and music skills, approved by the Senior Pastor, for mentorship and discipleship in the areas of church leadership and music ministry directing.

- f. Incorporate special music at the discretion of the worship director. This may include things like choir, children's choir, and involvement with helping youth group implement worship, working in conjunction with staff/ministry teams.
- g. Continue to develop a culture of excellence in all areas of worship, including musicianship, technology, sound/slides/video, communication and set-up.

Understand Cornerstone's value of being Devoted to Worship.

- a. Understanding of and agreement with Cornerstone's ministry plan.
- b. Implementation of gospel liturgy and Reformed elements in weekly worship.
- c. Participate in all-church events, coordinating music as needed.

Oversee Sunday Morning Welcome Ministry

- a. Develop a welcome/assimilation team approved by the session to help oversee the assimilation process, providing strategic planning, communication, and recruit and train volunteers to support the welcome process. See Cornerstone ministry plan for more information on ministry teams.
- b. Evaluate and develop a plan for current welcome processes, including greeters/ushers, refreshments, and communion to provide structure, job descriptions and communication.
- c. Research strategies from resources (books, other churches, etc.) that are doing hospitality well and implement them in a way that suits Cornerstone's ministry context. This includes potential space needed for a welcome area on Sunday mornings.
- d. Oversee a process to communicate with visitors, collaborating with staff on bulletin/order of worship, attendance, printed materials, and prayer marker/weekly email.

If ordained or ordainable, the job may also include the following:

- a. Preach, assist in worship leading, and with weekly communion as needed.
- b. Work with the senior pastor to identify future leaders and oversee their spiritual growth.
- c. Help with pre-marital counseling and other counseling or shepherding issues as needed.
- d. Attend session and presbytery meetings.

Position reports to the Senior Pastor under the oversight of Cornerstone's Session. Worship side also takes guidance from worship whitepaper in the Cornerstone ministry plan.