



## Full Time Staff Position: Worship Pastor

**Categories:** Worship Experience  
**Denominations:** Christian and Missionary Alliance  
**Church Size:** 1000 +  
**Job Type:** Full-Time

**Job Description:** Worship Pastor

**Position Status:** Regular Full Time

**Reports to:** Executive Pastor

**Works closely with:** Worship Experience Team, Executive Team, Staff

### **Position Summary:**

The role is responsible for leading, developing, and organizing all facets and elements associated with each worship environment, including team development, resource allocation, and short/long range planning. All members of the Weekend Experience team report to this role.

This is a full-time, salaried position. Compensation is based on experience and includes an extended benefits and vacation package. Working hours may require working evenings and weekends.

### **Candidate Profile**

#### **Provides Oversight To:**

- Onsite Worship Experiences
- Digital Worship Experiences
- Worship Ministry team development
- Tech and Production

## **Primary Responsibilities:**

### *Department Head and Direction Team Involvement*

- As part of the Department Head and Direction Teams, provides insights, direction, and vision implementation for the church, particularly how it relates to the Worship Environments.
- Works closely with the Lead Pastor so that the Mission, Vision, and Values are carried out within the Weekend Experience team and liturgy.

### *Weekend Experience Team Oversight*

- Oversees the staff and SERVE teams who are responsible for liturgy creation, planning, and execution.
- Works closely with the entire weekend experience team to maintain uniformity in feel.
- Manages the staff who oversee the necessary scheduling, reserving, and resourcing worship team members and contracted musicians for their assigned environments/services.
- Maintains an on-platform presence during weekend services (on average 2 out of 4 Sundays) and major events.
- Planning, development and leading of various special services, such as but not limited to Christmas, Palm Sunday, and Easter.
- Oversee the coaching and preparation of all speaking roles during services, to include but not limited to the Hosting role.
- Oversee staff who are part of Tech and Production.
- Manage all related budgets.
- Create the processes and structures so all necessary staff and SERVE team members are able to speak into creative elements for all worship environments.
- Recruit, train and encourage volunteer SERVE teams who help with various tasks and projects.

### *Worship Ministry Development*

- Develop healthy relationships and rhythms with the members of the Worship Experience staff so they are growing and thriving in their roles.
- Recruit and develop vocalists and musicians for use in all worship capacities.
- Empower staff and volunteers to accomplish the following:
  - Prepare recordings and charts when needed for all worship environments.
  - Recruit and retain guest worship leaders and musicians.
  - Develop special musical groups and arrangements, which includes rehearsals and song selections.

- Maintain resources for Worship Ministries, such as but not limited to managing green room supplies or Spotify playlists.
- Other duties as assigned.

## **Church Overview**

### **Our Mission:**

We work together so that everyone, everywhere can experience God's love and His created purpose through Jesus.

### **Our Vision:**

By 2030, Bayview Glen desires to be a family of 6,000 disciples with over 3,000 in Life Groups and 3,000 on Serve Teams.

### **Bayview Glen Church:**

With deep roots in a rich, Christ-honouring history, Bayview Glen Church has grown into a thriving, multi-ethnic, and Christ centered community located in the heart of the Greater Toronto Area. We aim to create environments where God alone is the focus, people connect with one another in authentic relationships, and individuals develop into mature Christ-followers.

### **Contact**

Please send a resume and cover letter to [jobs@bayviewglen.org](mailto:jobs@bayviewglen.org), include "Worship Pastor" in the subject line. We thank all applicants for their interest, however, only those considered for an interview will be contacted.