



Position Title: Pastor/ Director of Worship Arts

Reports to: Lead Pastor

Classification: Full-Time Exempt (40 hours per week)

Benefits: As Indicated in the *Staff Handbook*

Context: Springhill Presbyterian Church is a vibrant, multi-site community in Bozeman, Montana, dedicated to leading the Gallatin Valley into a life-transforming relationship with Jesus Christ. We exist to see lives restored by the power of the Gospel, one relationship at a time.

Purpose: The Worship Pastor/ Director serves as the primary architect of the church's corporate worship at both our Legacy and Bozeman Sites with a particular emphasis in Bozeman. This role ensures that every element of worship—music, liturgy, prayer, proclamation, and sacrament— is a faithful, seamless expression of praise to God. This position aligns all ministry with the mission, vision, and values of Springhill.

Responsibilities:

Worship Preparation

1. As an extension of the Lead Pastor, the Worship Pastor/ Director prepares all elements of weekly worship services in alignment with the Word proclaimed. This includes:
 - Selection of theologically sound music/repertoire, appropriate for corporate worship and congregational participation.
 - Prayerful crafting of weekly liturgy, prayers, and creative elements that bridge the gap between the first-time guest and the seasoned believer.
 - Weekly creation of all sermon graphics, worship media, etc. ensuring that all visual elements provide a clear, distraction-free environment that enhances worship.

Worship Leadership

2. Oversee and equip volunteers and staff in worship arts ministry, including those with vocal, instrumental, audio/visual, and technical gifting.
 - Serve as the primary worship leader at the Bozeman Site while delegating leadership at the Legacy Site.
 - Coordinate service logistics including recruitment, equipping, and direction of all participants.
 - Encourage lay leaders of instrumental and worship teams to lead in such a way that is appropriate for the values and strategy of the church.
 - Rehearses with appropriate musicians for worship services.
 - Spiritually invest in the volunteer members of the worship ministry through sharing biblical teaching and prayer with those involved.
3. Lead a biannual pastor's worship planning retreat for the purpose of prayerful, deliberate, and strategic long range worship planning.
4. Collaborate with funerals, weddings, sacraments, and other special services including Christmas, Holy Week, VBS, etc.
 - Create and direct strategic worship opportunities—outside the weekend services—such as concerts, retreats, events, etc., as appropriate.
5. Lead the congregation in prayer as a pivotal spiritual discipline and core value of the church.

Worship Resourcing

6. Create, plan, and/or facilitate additional opportunities in various arts outside of Sunday worship, such as drama, visual art, etc. for all age groups.
7. Serve as a resource to provide worship music for other groups within the church and community, including children's ministry choirs, youth ministry bands, etc.

Shepherding

8. Prayerfully expounds the Word of God in worship on a quarterly basis, as needed.
9. In addition to personal devotion, regularly disciples others within and outside of the church.
10. As able, assist the Pastoral Staff with hospital visitation, funeral facilitation, wedding coordination, discipleship, etc.

Other Duties as Assigned

1. To nurture his/her own relationship with God.
2. To work in a team environment with cooperative and healthy relationships, respecting other members' giftedness and unique abilities.
3. To assist with the communication of the overall vision and goals of the church.
4. Oversee Worship Arts staff and volunteers
5. To continue personal development through available training opportunities.
6. Regular communication to elders and congregation.
7. Other duties as assigned.

Profile. *The person who is best suited for this position will exhibit the following:*

1. Adherence to the evangelical and reformed faith.
2. Ability to synergize with a worship team to help see the whole as greater than the sum of its parts.
3. Degree in music, worship arts, or related field is preferred.
4. Knowledge of church music history and music software.
5. Proficiency in Proclaim, Planning Center, and Music Stand
6. Three years of experience working in a worship or musical field preferable.
7. Loves to learn.
8. Self-starter who can set and achieve goals.
9. Empathetic, intuitive sense of worship and people.
10. Skills in multi-tasking and task orientation.
11. Good team-building skills, relational ability and musical coaching.
12. Humble, worshipful leadership

Review: Ministry will be reviewed on annual basis.

Apply: jobsatspc@gmail.com

Please provide cover letter, resume, and any visual examples (via YouTube, etc.) of your worship style and leadership ability. Salary commensurate with experience. Recruitment and relocation expenses included. More information can be found at <http://www.springhillpres.com/>

Springhill Presbyterian Church is a member of the Evangelical Presbyterian Church. Doctrinal statements and other information can be found on Springhill's website or at <http://www.epc.org/>.