

Bayside Community Church is located in the Willow Glen neighborhood of San Jose, Ca beside Willow Glen High School. The fabric of our church is expressed by our two commonly used statements:

Bayside: Many Cultures. One Savior.
Love God. Love People. No Limits.

The four values of our church are:

Unapologetic Preaching - Proclaiming the authority of God's Word without apology (2 Timothy 4:2). We mean expositional and applicational preaching. The message of the sermon should be found in the biblical text and should challenge people specifically.

Unashamed Adoration - Lifting high the name of Jesus in worship (John 4:24). We mean vertical worship. Every facet of the worship service lifts high the glory and majesty of Jesus Christ.

Unceasing Prayer - Believing firmly in the power of prayer (Ephesians 6:18). We mean a culture of dependence on God. We believe that fervent, faith-filled, persistent prayer is to be prioritized in every ministry environment of our church.

Unafraid Witness - Sharing the good news of Jesus with boldness. (Ephesians 6:19-20). We mean both corporately and personally, we want to take risks to fulfill the Great Commission. This happens through personal sharing of faith and also by planting church-planting churches.

The process: Through mentoring, small group involvement, and corporate worship we want to lead followers of Christ through the process of Worship Christ, Walk with Christ, Work for Christ, Witness for Christ.

In 2018 the elders set in place a renewed vision and strategy for evangelism and growth. The first step in this process was a complete evaluation of our church leadership, ministries, and strategies by an outside consulting group. The next step is the strategic hiring of an admin person, a children's ministry person, followed by a worship/youth pastor.

While job descriptions seek to lay out the duties and expectations of a position, we want you to know each position allows for creativity and involvement. One of our key desires for those who serve at Bayside is that they would be growing in their faith and successful in their spiritual life, family life, and relationships. Who you are speaks louder than what you do.

You are loved,
Pastor Mike

Job Description

Title:	<i>Worship & Youth Pastor</i>
Reports to:	<i>Senior Pastor</i>
Hours:	<i>Full-time position with hours consistent with established policies</i>
Compensation:	<i>As negotiated</i>
Benefits:	<i>Full benefit plan; matching RRSP program</i>
Vacation:	<i>Consistent with established policies</i>

SUMMARY

The worship pastor role is charged with creating an environment in which our people lift high the name of Jesus Christ through worship. As a ministry that flows out of one of the four pillars, worship is among four things that carry the highest level of priority for the church in the development of mature disciples. With the goal of bringing glory to God, the worship pastor is responsible not only to lead in worship and to model worship, but also to equip God's people to be worshippers of Jesus Christ both corporately and personally.

The youth pastor role is charged with creating an atmosphere that promotes Christlikeness through discipleship in the lives of our junior high (grades 6-8) and senior high (grades 9-12) students.

Overall, the worship & youth pastor is responsible for the implementation of these areas in accordance with the mission, vision, doctrine, values, and ministry strategy of our church as established by the elders.

RESPONSIBILITIES

I. Worship

1. Oversee and develop the worship ministry inclusive of children, youth, and adults.
2. Lead worship for weekend services and for special services throughout the year.
3. Recruit, train, and motivate teams of musicians and vocalists to carry out the ministry strategy.
4. Lead worship rehearsals, ensuring that the team is well prepared for each service.
5. Locate and evaluate new music and other creative service elements.
6. Oversee and develop the technical ministries (sound, recording, projection).
7. Oversee all aspects of the worship environment/aesthetics.

II. Youth

1. Develop and implement a strategy that strengthens and expands the current ministries to students at Bayside, seeking to introduce them to Christ, nurture them in their relationship with Christ, train them to serve Christ according to their passions and gifts, and motivate and release them to reach out to their friends who do not yet know Christ.
2. Recruit, train, and motivate teams of leaders to implement the ministry strategy.
3. Cast a vision that compels students to worship/walk/work for Christ.
4. Primary teaching role to junior and senior high students.
5. Build relationships and regularly communicate with parents of students.
6. Be available to meet with students and parents to address specific needs and concerns as they arise and as opportunity allows.
7. Aid students in connecting with the larger ministry of the church.
8. Network with other area youth pastors.

III. Other Responsibilities

1. Daily time with God exercising spiritual disciplines such as Scripture reading, prayer, worship, etc.
2. Develop ongoing accountability relationship(s) in areas such as personal purity, financial stewardship, spiritual disciplines, etc.
3. Prioritize and nurture a healthy relationship with your spouse.
4. Assist in providing care for the congregation in consultation with the pastoral team.

5. Adopt the posture of a lifelong learner, continually growing in skills and knowledge in areas covered by this ministry description.
6. Craft and oversee an approved budget for these ministry areas.
7. Co-ordinate with staff from other like-minded churches to ensure consistency of teaching and methods, utilize best practices, and share training.
8. Other responsibilities as assigned.

HOURS

The worship & youth pastor is expected to put in not less than 48 hours per week including his weekend involvement. He is allowed one and a half days off per week in lieu of Saturday and Sunday responsibilities. While generally he is expected to be “in the office” during daytime work hours, the position requires flexibility in hours available for work, including evenings and weekends.

QUALIFICATIONS

Character

1. Must be spiritually maturing: a growing knowledge of the Word, a deepening prayer life, a passion in worship, and a boldness in sharing his faith when opportunities arise.
2. Must be increasing in the fruit of the Spirit (Galatians 5:22-23).
3. Must be qualified as an elder (1 Timothy 3:1-7; Titus 1:5-9; 1 Peter 5:1-5).

Competency

1. Must have strong musical skills—able to vocalize and play an instrument in a manner consistent with a contemporary worship style; and able to lead both instrumentalists and vocalists to be a team that effectively leads God’s people in worship.
2. Must understand how to use media and technology in an effective way to contribute to worship.
3. Must be a life-long learner; formal ministry training desired.
4. Must be committed to ongoing improvement, with an understanding of both strengths and weaknesses.
5. Must have strong organizational and relational abilities consistent with a pastoral leadership role.
6. Must demonstrate initiative, creativity, and excellence in leading within the established vision of the elders.
7. Must be a ministry builder (Ephesians 4:11-12) with skill in recruiting, developing, evaluating, and encouraging volunteer leaders and teams.
8. Must be able to motivate and direct others toward a consistent, fruitful development of quality disciples.

Chemistry

1. Must be committed to the local church and active in building community (Acts 2:42-47).
2. Must demonstrate an ability to relate well and work efficiently with his fellow staff members and all volunteer leaders and teams under his oversight.

Conviction

1. Must be in full agreement with the our mission, vision, doctrine, pillars, and ministry strategy and be convinced of their effectiveness in building the church.
2. Must communicate the church’s DNA and lead the ministry in a way that is consistent with this approach.
3. Must agree to abide by the staff policy manual.

Capacity

1. Must be highly motivated and action oriented; a strong work ethic; a get-it-done kind of person.
2. Must be willing to put in the hours necessary while maintaining a healthy personal and family life.