

Calvary Baptist Church —

Bivocational Worship Pastor Job Description

Position Title: Bivocational Worship Pastor

Reports To: Sr. Pastor / Executive Pastor

Employment Status: Part-Time (Bivocational)

Location: Calvary Baptist Church — Union City, Tennessee

Church Size: 225–300 Members

About Calvary Baptist Church

Calvary Baptist Church is a Christ-centered congregation in Union City, TN, dedicated to *“finding people where they are and helping them to become what God wants them to be.”* We exist to reach people with the gospel, disciple believers, and create a worship culture that glorifies God and transforms lives. Our desire is that worship at Calvary would be **authentic, Spirit-led, and centered on Jesus Christ.**

Position Summary

The **Bivocational Worship Pastor** provides spiritual and musical leadership for Calvary’s worship gatherings.

This pastor leads the church in passionate, Christ-centered worship while building and discipling a team of musicians, vocalists, and tech volunteers.

Because this is a **bivocational role**, the schedule and workload are structured to allow for outside employment while maintaining meaningful engagement in church leadership.

Key Responsibilities

1. Worship Leadership

- Plan and lead Sunday worship services in coordination with the Senior and Executive Pastors.
- Lead the congregation in worship that is biblically grounded, musically excellent, and spiritually engaging.
- Select songs and creative elements that align with Calvary's mission and sermon series.
- Recruit, train, and shepherd volunteer musicians, singers, and tech team members.
- Lead weekly or biweekly rehearsals to prepare teams for worship gatherings.

2. Creative Arts & Media

- Oversee worship presentation tools (e.g., ProPresenter, sound, lighting, livestream).
- Collaborate with staff and volunteers on creative elements (videos, readings, testimonies).
- Ensure smooth flow of worship services and excellence in technical execution.

3. Discipleship & Shepherding

- Model a lifestyle of worship and devotion to Christ.
- Provide spiritual encouragement to the worship and tech teams through prayer, mentorship, and relationships.
- Support church-wide discipleship efforts through participation in small groups and church events.

4. Collaboration & Communication

- Work closely with the Senior and Executive Pastors to ensure worship services support the preaching and vision of the church.
- Communicate clearly with volunteers regarding schedules, songs, and expectations.
- Attend staff meetings (as schedule allows) and major church events.

5. Administrative & Logistical Duties

- Plan worship sets and schedule volunteers using Planning Center (or similar tools).

- Oversee maintenance of instruments and worship technology.
- Assist with budget planning and stewardship of worship ministry resources.

Qualifications

Spiritual:

- A clear testimony of faith in Jesus Christ and a calling to worship ministry.
- A growing relationship with Jesus Christ, evidenced by character and fruit of the Spirit.
- Agreement with Calvary Baptist Church's statement of faith and mission.

Expectation:

- Proficiency in leading worship vocally and/or instrumentally (guitar, piano preferred).
- Ability to lead and mentor volunteers in both music and heart for worship.
- Organizational skills to plan and prepare worship services effectively.
- Prefer, but required, experience leading worship in a church setting (paid or volunteer).

Personal:

- Humble, teachable, and team-oriented spirit.
- Reliable and flexible to serve in a bivocational capacity.
- Passionate about leading people to encounter God through worship.

Work Schedule and Compensation

- **Part-Time / Bivocational:** Approx. **20-25 hours per week**, including Sunday services and rehearsals.
- Schedule allows for secular employment or ministry training outside of Calvary.
- Compensation begins at \$17,000 and may be adjusted based on education, experience, and overall fit for the position.

Evaluation

The Bivocational Worship Pastor will be evaluated annually by the Executive Pastor based on ministry leadership, team development, worship excellence, and alignment with Calvary's mission and values.

Application Process

Interested candidates should submit:

1. Cover letter describing calling and philosophy of worship ministry
2. Résumé (including references)
3. Optional: Video or audio recording of worship leading

Email application to: info@uccalvary.com

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