

POSITION DESCRIPTION (ATTACHMENT A):

Position Title:	Newcastle Creative Pastor Oversight
Award / Level:	Non Award
Department / Dept Head:	Hillsong Creative
Responsible To:	
Type of Position: Pastoral <input checked="" type="checkbox"/> Non Pastoral <input type="checkbox"/>	Status: Full-time <input checked="" type="checkbox"/> Part-time <input type="checkbox"/> Casual <input type="checkbox"/> Intern <input type="checkbox"/> Fixed Term <input type="checkbox"/> Hours per Week: 38
Summary of Position: This position is the oversight of the Creative teams across the Newcastle Campus and Newcastle Extension services of Hillsong Church. This role coordinates and oversees the Newcastle Campus creative team and their respective creative oversights in order to facilitate the integration of the youth and church team in weekend services from a creative perspective. The job involves overseeing and coordinating mid-week planning and delivery of all church services and the development, pastoring and identification of new team members, grooming and discipling them into active members of our greater team through encouraging them in all areas of ministry (playing, writing, programming etc.). This will be done through building strong relationships with the Campus Pastor and Youth Music Pastor.	
Key Result Areas	Description
1. Church Services	Working with the campus creative pastors to ensure the delivery of high quality teams that are able to support praise and worship. To identify and implement a solid leadership structure across all areas by recruiting, training and developing team members, inspiring them to create, write songs and nurture their gifts. To oversee and build song lists, creative elements, video moments that add to the communication of the message of the gospel to work together with the rostering team to ensure that there is strength on the platform and new people are given opportunity to grow and develop.
2. Worship Leading	Responsible for overseeing and leading worship where applicable at mid-week activities such as staff meetings, sisterhood, youth, and weekend service and taking ownership for the atmosphere that is created, continuing to grow in your relationship with Jesus and bringing that to the platform, leading people comfortably into the presence of God
3. Team Development and Pastoring	Responsible for developing a leadership structure across the Newcastle campus and extensions and roll that out within the worship teams to enhance and support all our services to create strong team culture through Thursday night training nights, youth meetings, weekend prayer meetings etc. Take ownership for the pastoral oversight of the team and involve the greater pastoral care areas as needs require. Work with our empowerment pastor to ensure that the right training modules are developed and that our support pastors are inputting into the team. Work together with the pastoral care oversight to develop a functioning care network that allows us to really know our team and ensure that they are connected and that someone is caring for their wellbeing.
4. Musicality of Services	Work alongside and oversee the Musicians within your teams to ensure that weekend services are continuing to move forward musically. To work on the implementation and arrangements for new songs so that they will work well in congregation and to assist in generating new songs through youth and team.
5. Church Highlights	To plan and create programs in conjunction with Events / Creative team to cover all church highlights including vision Sunday, animated story, mothers day, fathers day, christmas spec, communion items etc.

Additional tasks and responsibilities may be assigned by your Department Head as required from time to time.

GENERAL POSITION REQUIREMENTS

1. Pastoral Duties

- a. Responsible for the pastoral care and well being of Hillsong Church's congregation.
- b. Responsible for conducting aspects of weekend church services and other events hosted by Hillsong.
- c. Live a lifestyle in accordance with biblical standards as befitting the position of Pastor at Hillsong Church.
- d. Provide spiritual leadership and authority commensurate with the responsibilities and parameters of your position.
- e. To teach Christian discipleship through instruction, leadership and example.
- f. Endorse and encourage faithfulness towards the practices of the Christian faith and the culture of Hillsong Church.

2. General Responsibilities

You, the employee must:

- a. Devote the whole of your time, attention and skill during normal business hours, and at other times as reasonably necessary, to your duties;
- b. Faithfully and diligently perform the duties and exercise the powers consistent with your position as assigned to you from time to time;
- c. Comply with all lawful directions given to you by any person duly authorised from time to time;
- d. Use your best endeavors to promote and enhance the interests, welfare, business, growth and reputation of the Church;
- e. At all times act to a high standard of professional behaviour;
- f. Not act, or be seen to be acting, in conflict with the best interests of the Church;

3. Character and Personal Qualifications

Being a staff member of Hillsong Church, the following are necessary:

- a. Relationship & commitment to Jesus Christ;
- b. Total commitment to Hillsong Church and its vision;
- c. Total commitment and loyalty to the leadership of Hillsong Church, and ability to work in a team environment;
- d. Spiritual maturity consisting of a pleasant, forgiving, non-judgmental, but assertive manner.
- e. Initiative.
- f. Confidentiality.

- g. Ability to work under pressure and remain calm.
- h. Ability to meet deadlines (may involve working outside normal hours).
- i. Ability to communicate effectively with all levels of team, members of congregation and general public.

ONGOING VISION

Hillsong Church with its broad vision will continue to grow and expand. Anyone accepting any staff role must understand that “ongoing change” will always be part of this church, and therefore must be flexible, open to challenge & willing to move and grow with that ongoing vision.