



## Staff Role Description

### Worship Pastor

Ministry:	Campus
Reports To:	Campus Pastor
Average Hours Per Week:	Full-time, 40+ hours per week Part-time, 20-28 hours per week
Role Type:	Exempt
Last Revision Date:	July 2021

#### Role Overview

The WORSHIP PASTOR is responsible for maximizing the effectiveness of the weekend experience through music and drawing people into the presence of God through powerful worship. This person will lead all aspects of the planning and execution of worship at a specific campus in alignment with the overall vision of worship at The Chapel. This person will effectively lead and shepherd campus worship teams and other ministries that support and align with the worship ministry. The Worship Pastor must actively contribute to the Central Worship creative process and be an active participant and contributing leader to campus and church-wide worship, ministry and leadership initiatives and events.

#### General Requirements

The WORSHIP PASTOR must embody the purpose, vision and values of The Chapel, as outlined below, by being a visible example and model to all those within their scope of influence.

Our **PURPOSE**: *To help people come alive to God*

Big Idea: Revival -- All of God in all of us for all of our world

Revival happens when we help our people ...

- Carry the Christianity of Jesus
- Pray Heaven to Earth
- Be a Force for Good
- Live as part of a Kingdom Community

Our **VISION**: *To help ignite a spiritual revolution*

We want to see our purpose of helping people come alive to God happen on a grand scale by multiplying Kingdom Communities through ...

- Widespread Spiritual Awakening (All of God)
- Revitalization of the Church (All of us)
- Transformation of Society (All of our world)

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Our **VALUES**: *We are a people completely giving ourselves to God and others, believing Him for really big things, never pretending to be anything we aren't – and finding ways to enjoy life and have a lot of fun along the way.*

- Be All-In: A fully-committed people who come in third
- Have Expectant Faith: He is who he said he is and will do what he said he will do
- Be Authentic: Honest, forthright, plain-spoken and integrity-filled
- Have Fun: Vibrant, winsome, joyful people

Additionally, the WORSHIP PASTOR must ...

- Be an example of the type of Christ follower that we want our people to become by holding to our approach to ministry and embodying our culture
- Demonstrate a passion and aptitude for making disciples of Jesus and embrace genuine Christian community as the primary vehicle of discipleship at The Chapel
- Believe that the Holy Spirit indwells and empowers every follower of Jesus, and consistently experience the very power and presence of God at work inside, through, and around themselves as they participate in God's mission in the world
- Share in the continued mission of Jesus by consistently ministering, through the power of the Holy Spirit, God's presence, love, truth, and power to all those encountered
- Have a strong relationship with God, as evidenced by a healthy devotional and moral lifestyle
- Have a strong family life, as evidenced by the quality of the relationship with their spouse and children (where applicable) and their ability to effectively manage their finances
- Be inspiring, motivating others to sacrifice for God
- Be an effective communicator, both formally and informally, with warm and engaging interpersonal skills that are both relational and inspiring
- Be an action-oriented leader, able to cast vision and align leaders
- Have demonstrated abilities in identifying, recruiting, equipping and shepherding volunteers and volunteer leaders
- Have the ability to multi-task efficiently and effectively, prioritizing according to ministry needs
- Have strong ability to use all computer software and programs needed to accomplish tasks
- Have a minimum of 2 years of pastoral ministry experience that includes leading a ministry area
- Have demonstrated excellence in leading a congregation spiritually
- Have demonstrated excellence in being a professional-level musician
- Have proven and successful experience in all areas under the Primary Responsibilities

### Primary Responsibilities

The WORSHIP PASTOR must ...

1. Champion the infusion of Chapel Worship DNA within the worship experience of our weekend services through
  - Creative alignment with the church culture and philosophy of worship
  - Engaging, clear communication and spiritual leadership from the stage

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2. Draw people into the Presence of God through effective, excellent and powerful worship
  - Lead worship for weekend services (DNA to be established by Central Worship and/or the Campus Pastor)
  - Chart and arrange a portion of music in support of campus initiatives
  - Compose worship and special music and develop other composers (if gifted)
3. Provide leadership, coaching and development for musicians within the campus worship community
  - Oversee all musical direction as well as band and vocal worship team leaders and members
    - Set clear direction and expectations of each worship team leader by helping him/her establish concrete and inspiring objectives for his/her team
    - Develop each team leader to his/her potential through regular and effective coaching
    - Expand the leadership base of the ministry by identifying, inspiring and mobilizing future leaders and members
  - Run effective rehearsals
    - Work with Campus Administrative Support to print/copy needed material
    - Provide strong spiritual and musical direction/leadership of band and vocal volunteers during rehearsals
  - Participate in audition processes
  - Schedule serving teams
  - Shepherd volunteers
  - Work with Central Worship to meet identified training needs for volunteers
4. Build Christ-centered relationships with:
  - Campus Pastor and staff
  - Central Worship leadership and staff
  - Campus volunteers
  - Campus congregation
5. Produce creative worship music ideas with the Central Worship Team on a regular basis and as necessary
  - Choose worship music & special music for weekend experiences and other ministry events (DNA to be established by Central Worship)
6. Manage the Campus Worship Ministry and partner with other campus ministries to meet their needs
7. Create an environment that supports feedback, opinions and ideas from those in and around the ministry; as well as a culture that regularly seeks God and celebrates the fruit He has provided
  - Evaluate worship services
  - Solicit feedback from teams and trusted congregants

This role description is meant to describe the general nature and level of responsibilities being performed; it is not intended to be construed as an exhaustive list of all responsibilities, duties and skills required for the position.