



Staff Role Description

Worship Pastor, Multi-site

Ministry:	Campus
Reports To:	Campus Pastors
Average Hours Per Week:	Full-time, 40+ hours per week
Role Type:	Exempt
Last Revision Date:	September 2024

Role Overview

This is a unique position in that this Worship Pastor will be responsible for overseeing the worship and production elements at two of The Chapel's nine campuses. This person will be responsible for maximizing the effectiveness of the weekend experience through music and drawing people into the presence of God. He/She will lead all aspects of the planning and execution of worship at these two campuses in alignment with the overall vision of worship at The Chapel. This person will effectively lead and shepherd worship teams, production 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.

Primary Responsibilities

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 platform
 - Collaboration with the central worship team to ensure consistency and alignment across all campuses
2. Draw people into the Presence of God through effective, excellent and powerful worship (musically and technically)
 - Lead worship for weekend services, alternating between campuses
 - Chart and arrange a portion of music, as necessary, in support of campus initiatives
 - Support and oversee the technical aspects of worship, including sound, lighting, mixing, and equipment setup
 - Run effective rehearsals, participate in audition processes and schedule serving teams

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3. Provide shepherding and development for Worship Residents and up to 60 worship and tech team volunteers (estimated 20-30 volunteers per campus), helping them grow spiritually, musically and technically
 - Develop Worship Residents by partnering with a Worship Resident Coach and intentionally shepherding and training in all aspects of leading worship (leadership, musicianship, vocals, technical skills, production, etc.)
 - Recruit and develop new volunteers for both worship and tech teams, building strong, independent teams
 - Build a community where worship and tech team members feel cared for, supported, and equipped
 - Expand the leadership base of the ministry by identifying, inspiring and mobilizing future 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
 - Work with Central Worship to meet identified training needs for volunteers

5. Build Christ-centered relationships with:
 - Worship & Production: Worship Residents, Central Worship Team, Central Production Team, Chapel-wide Worship Team, Worship & Production Volunteers
 - Church & Campus: Campus Pastors, Campus Staff, Campus Attenders, Chapel Leadership and Staff

6. 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

Key Qualities

- A shepherd at heart, focused on caring for and developing individuals across both worship and tech teams
- A self-starter who can independently manage the demands of two campuses
- Flexible, organized and community-driven with the ability to establish teams that can thrive independently when he/she is not present
- A team builder who can raise up leaders and empower worship and tech teams to function independently
- Demonstrate a passion and aptitude for making disciples of Jesus and embrace genuine Christian community as the primary vehicle of discipleship at The Chapel
- Musically skilled, with experience in worship leading, directing, and handling the technical aspects of worship
- Relatable, steady and fun to be around who proactively seeks opportunities for growth at each campus; willing to take risks and be action-oriented
- Believes that the Holy Spirit indwells and empowers every follower of Jesus, and consistently experiences this power at work inside, through, and around themselves as they participate in God's mission in the world

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- 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 an effective communicator, both formally and informally, with warm and engaging interpersonal skills that are both relational and inspiring
- Have strong ability to use all technical software and programs needed to accomplish tasks
- Have reliable transportation and the ability to travel to any Chapel campus independently
- Have a minimum of 2 years of pastoral and worship ministry experience in a leadership role and in a multi-site church setting

Essential Requirements

The Worship Pastor must embody the mission, 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 **MISSION**: *As a church, we desire to help people everywhere experience all of God, in all of them, for all the world! This means we:*

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

Our **VISION**: *The Chapel's vision is to help ignite revival in our church communities, and worldwide! Revival is simply any group of people, anywhere on earth, at any point of time, coming alive to God. We do this by pursuing:*

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

Our **VALUES**: *We are a people completely giving ourselves to God and others. We believe God for all things, great and small. We live authentically, never pretending to be anything we aren't – and we find ways to enjoy life and have a lot of fun along the way. We do this by:*

- Living All-In: A fully committed people who come in third (God, others, self)
- Having Expectant Faith: He is who he said he is and will do what he said he will do
- Being Authentic: Honest, forthright, plain-spoken and integrity-filled
- Having Fun: Vibrant, winsome, joyful

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.