



Staff Role Description

Worship Pastor

Ministry:	Campus
Reports To:	Campus Pastor
Average Hours Per Week:	Full-time, 40+ hours per week Part-time, up to 28 hours per week
Role Type:	Exempt
Last Revision Date:	October 2025

Role Overview

The Worship Pastor is responsible for overseeing the worship and production elements at a specific campus. This person will be responsible for maximizing the effectiveness of the weekend experience and drawing people into the presence of God through music. He/She will lead all aspects of the planning and execution of worship in alignment with the overall vision of worship at The Chapel. This person will effectively lead and shepherd 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. The Worship Pastor will also be responsible for supporting the Campus Pastor in meeting the needs of the campus. Two years of leadership experience in music ministry required. Part-time roles will fulfill these requirements on a scale commensurate to the size of their campus.

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 campuses
2. Draw people into the Presence of God through effective, excellent and powerful worship
 - Lead worship for weekend services with energy, joy and initiative
 - Support and oversee the technical aspects of worship; this includes: sound, lighting, mixing and equipment setup and graphics
3. Provide shepherding and development for worship and tech team volunteers
 - Recruit and develop new volunteers for worship and tech teams, building strong teams that feel unified in their purpose
 - Build a community where worship and tech team members grow spiritually and in their gifts

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4. Oversee all musical and technical direction at the designated campus
 - Set clear direction and expectations of each worship team leaders by helping him/her establish concrete and inspiring objectives for their team
 - Participate in the leadership and development of the Worship Residents as needed
 - Expand the leadership base of the ministry by identifying, inspiring and mobilizing future volunteers
 - Run effective rehearsals, participate in the audition process and schedule teams
 - Collaborate with Central Worship to meet identified training needs for volunteers
5. 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
6. Support the Campus Pastor with pastoral duties as needed and where appropriate

Key Qualities

- A shepherd at heart with a warm presence and strong relational aptitude
- Passionate about making disciples of Jesus, embracing genuine Christian community as the primary vehicle of discipleship at The Chapel
- 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 and dynamic leader and communicator with warm and engaging interpersonal skills that are both relational and inspiring
- Be an action-oriented leader, able to cast vision and align leaders
- Able to multi-task efficiently and effectively, prioritizing according to ministry needs
- Able 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

General 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**: *To help people come alive to God! This means we:*

- Carry the Christianity of Jesus

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

Our **VISION**: *To help ignite revival in our church communities, and around the world! Revival happens whenever a group of people, anywhere, at any time, come 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**: *To be a people fully devoted to God and others. We trust God in all things, big and small. We live authentically, never pretending to be something we're not. We embrace life with joy, finding ways to have 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.