



# Worship Pastor Job Overview

*Qualifications for employment at Crossroads include having made a life commitment to Jesus Christ, agreement with our doctrinal beliefs, and having a work history and a lifestyle that are consistent with biblical principles.*

**JOB TITLE:** Worship Pastor

**FLSA STATUS:** Exempt

**DEPARTMENT:** Worship Ministry

**TIME REQUIREMENTS:** Full-time; in-office

**REPORTS TO:** Lead Pastor

**POSITION SUMMARY:** The Worship Pastor will lead and develop a dynamic worship ministry that creates meaningful encounters with God through excellent, authentic worship. This role involves shepherding and developing worship leaders, managing multiple weekly services, and fostering a collaborative team environment that reflects our church's diverse community.

## KEY RESPONSIBILITIES

- **Lead weekly worship services**, ensuring musical excellence and spiritual preparation that creates space for authentic worship.
- **Develop and mentor worship team members**, identifying potential leaders and providing ongoing training, coaching, and spiritual development opportunities for vocalists and instrumentalists.
- **Shepherd hearts, not just voices**, providing pastoral care and discipleship to team members while building a healthy, spiritually vibrant worship community.
- **Plan and coordinate worship elements**, including song selection, arrangements, rehearsal schedules, and team coordination to support the overall worship experience.
- **Collaborate effectively with church staff**, working closely with pastoral team, technical staff, and other ministry leaders to ensure unified and impactful services.
- **Recruit and integrate new team members**, creating pathways for people to discover and develop their musical gifts within the church community.

## A GREAT MATCH FOR THIS POSITION WOULD BE:

- **Shepherding Leader** – A shepherding leader guides with humility and strength, empowering others to discover and develop their gifts. They build trust through consistency and care, creating an environment where team members feel valued and equipped to grow in their calling.
- **Developer of People** – A developer of people sees potential in others and invests intentionally in their growth. They enjoy mentoring, coaching, and watching team members flourish, understanding that developing leaders is just as important as developing great worship.
- **Flexible Collaborator** – A flexible collaborator thrives in changing environments and works well with diverse teams. They adapt their approach while maintaining excellence, understanding that ministry requires both preparation and the ability to pivot when needed.
- **Passionate Worshipper** – A passionate worshipper leads from a place of authentic faith and genuine love for God. They understand that worship leadership is about creating space for others to encounter God, not showcasing personal talent or seeking recognition.