



JOB DESCRIPTION

Title: Worship Pastor
Reports To: Lead Pastor
Hours per week: 40+

Ministry: Worship Arts

The Leesburg Christian Church **Worship Pastor** is responsible for championing Leesburg's Vision, Mission, Methodology, and Strategy in two primary ways:

Essential Organizational Core Values

- **As an Individual Leader:** The **Worship Pastor** is responsible for taking the leadership of all ministry functions they oversee. Live out Leesburg's Organizational Core Values and 7 Ministry Essentials personally and ensure their leadership and oversight of the ministries they oversee also embody and are living out Leesburg's Organizational Core Values and 7 Ministry Essentials. Responsible for the effective execution of the essential job functions of this role as detailed below.
- **As a Team Member on the Worship Team and Leesburg's Staff Team:** The **Worship Pastor** has a responsibility to collaborate as a team member on their immediate team as well as the Leesburg Ministries Staff Team as a whole to accomplish church-wide objectives and goals as well as **Worship department** team objectives as well as goals for their immediate team. They are responsible for removing obstacles that would hinder collaboration and cooperation across different ministries.

Job Summary

The Worship Pastor supports the Visions & Mission of the Worship Arts Department under the guidance of the Lead Pastor. Provides leadership volunteers to create a worship experience where people are drawn into the presence of God through weekend services. Provides leadership and effective shepherding in the Music Department for the Worship Arts through a team of volunteers here at Real Life Ministries, helping to maintain the direction and initiatives, for the teams, as well as leading worship.

1. Ministry Function

- **Weekend Service Production: Leading Worship**
 - Provides leadership in the musical environments for Weekend Services, All Staff Events, Worship Nights and other venues, overseeing a team of competent volunteer musicians to lead with and assist.
 - Creates an engaging Worship Experience for Weekend Services that supports the values of our church, under the leadership of the Lead Pastor, which leads the congregation to their next step in their journey with Jesus.
 - Coordinates with the Audio/ Production Volunteers in providing quality audio production and support with a team of audio volunteers.
 - Assists with the development and training of volunteer musicians..

- Strong up-front pastoral leadership with gifts and abilities to create a worship environment that touches the heart and soul of the believer and draws people to Christ.
 - Strong verbal and communication skills in a large public setting.
 - Solicits feedback to improve service; Responds to request for service and assistance; Meets commitments.
- **Music Recruitment & Development**
 - Demonstrates the gift of leadership with a proven ability to recruit and lead multiple teams of volunteer vocalists & instrumentalists.
 - Responsible to lead a team of volunteers to do the work of the ministry here at Leesburg.
 - Sustains a working model of Discipleship in the Music Ministry with a current/future team of volunteers
 - Works together with Disciple Making Minister to create a bridge and working model of Discipleship in Music with other ministries.
 - Helps to uphold process of Volunteer Recruitment and Training.
 - Works to help identify and create venues where people can “play”, grow and develop as musicians.
 - Leadership: Exhibits confidence in self and others; Inspires and motivates others to perform well; Effectively influences actions and opinions of others; Accepts feedback from others; Proven team building skills.
 - High relational skills along with strong communication skills.
 - Lead in weekly preparation of setup of stage with band equipment
 - Collaborates with the Audio Engineer on the constant monitoring of Audio quality in the worship center and foyer during services.
 - **Administrative and Organization**
 - Planning/Organizing: Prioritizes and plans worship and elements aligning with the weekly sermon/ series
 - Updating and Maintenance of Planning Center Online for Musicians and Vocalists.
 - Problem solving skills: Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions.
 - Motivation: Sets and achieves challenging goals; Demonstrates persistence and overcomes obstacles.
 - Adaptability: Adapts to changes in the work environment; Changes approach or method to best fit the situation.

2. Team Function

- **Team Leadership**

- Work alongside the staff to receive direction and carry projects to completion.
 - Weekly participation in the Meetings and contribute to the team environment.
 - Help the team in planning and carrying out the vision and mission of Leesburg with specific job role responsibilities.

3. Personal Ministry

- Responsible for having intentional discipleship conversations regarding the personal ministries of others on the team, including volunteers.

4. Miscellaneous

- Work with the Congregation in a way that glorifies God
 - In weekend services – oversee volunteer participation (friendliness, recruiting, attendance)
 - Be visible and a model for your volunteers to follow (friendliness, cooperation, availability)
- Represents Christ and the Church in the community in a Godly way
- Values and abide to the expectations of being a member of the church. (Found in our get connected class)
- Participation in All-Church

Qualifications and Required Skills

- **Musically trained with experience** preparing music, leading rehearsals and leading musicians. Must have a good working knowledge of music instrumentation, understanding individual instrument roles that fit within a variety of music styles.
- **Provide leadership for the musical direction of Leesburg:** Be an expert in music, trends, and culture. Understanding how these elements work together to lead people into a meaningful worship experience. Address the gaps between where we currently are and where we need to go as a church. Identify and implement the logical “next steps”.
- **Good working knowledge** of the guitar and/or keyboard, with the ability to lead worship while playing an instrument.
- **Basic Knowledge** in the concepts of Audio.
- **Understands basic Music Theory**, Chord Charts and Key Structures.
- **Strong computer skills** working with Macintosh computers and various programs. (ie. Word, Excell, Planning Center Online, Pro Presenter, Recording software)

Core Competencies necessary to succeed in this role:

- Initiative
- Personal Responsibility
- Consistent Methods
- Coaching & Developing
- Receive and Give Feedback

Spiritual Aspects of Job Requirements - As the function of this role is ministerial and goes to the heart of the mission of Leesburg, the following areas are required to effectively convey Leesburg’s message and carry out the mission of our church:

- Ordained pastor, in the process of Ordination, or willing to seek ordination.
- Ability to provide pastoral counseling.
- Pastoral qualities to properly shepherd the team of musicians.
- A heart for God that is evidenced by proven character and a spiritual mindedness that understands that “apart from Christ we can do nothing.” – Abiding in Christ.
- A shepherd’s temperament; servant-leader/mentor attitude and inclination.
- Strong interpersonal skills—ability to communicate persuasively and compassionately, both orally and in writing.
- Strong biblical foundation for wise management in a church setting.

- Able to establish and maintain appropriate standards for the accomplishment of ministry in a way that honors both God and people.
- Since we work primarily in teams, we must understand group dynamics and ensure effective consensus-building and decision-making.
- Personal initiative and diligence, which produces follow-through in tasks.
- Solid biblical/theological convictions, which are aligned with Leesburg's Doctrine and Statement of Faith.
- A willingness to grow and adapt to the inevitable changes found in a local church.

Disclaimer(s)

- The above statements are intended to describe the general nature and level of work. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of this position. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.