



## **JOB DESCRIPTION**

### **Worship / Groups Pastor – Statesboro Campus**

Statesboro Campus Team

Campuses and Generations Department

Reports To: Campus Pastor – Statesboro Campus  
Category of Employment: Pastor, **Full-Time**  
Payroll Status: Salaried, **Exempt**  
Office Hours: Average of 50 hours per week, with the exception of heavy ministry seasons.

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*The mission of Compassion Christian Church is to lead people to a life-changing relationship with Jesus Christ.*

### **Job Summary**

To further the mission of Compassion Christian Church by effectively assisting with the development of the Worship and Groups ministries of the Statesboro Campus, with a particular focus on the worship life, through leading relevant worship music, assisting in the planning and development of service and participating in the team building and leading processes. This position will also support the development of the Groups Ministry by effectively overseeing, directing and developing all aspects of the Statesboro Campus Groups Ministry and Volunteer Systems.

### **Minimum Qualifications**

1. **Experience:** Minimum of three (3) years leading instrumental music.
2. **Education:** Minimum of a Bachelor's degree from an accredited college or university. A degree from an accredited bible college with a major in biblical studies or a related field is preferred. Consideration will be given to candidates having experience and demonstrated proficiency in field.
3. **Knowledge, skills, and gifts:** Must be able to effectively schedule and lead rehearsals, organize and lead service planning sessions as directed, and share in the leading of weekend worship in various venues, as assigned. The candidate should demonstrate excellent vocal skills, as well as proficiency in leading worship while playing a musical instrument. Candidate must have a strong desire to see healthy community become a reality for individuals. Candidate must be tried and proven in ministry and have a passion to share Jesus. Candidate must demonstrate a Christ-like attitude in words and actions, and have the ability to work with a wide variety of people in a wide variety of settings. Exhibit excellent interpersonal relational skills while maintaining and protecting confidentiality. Candidate must possess effective written and verbal skills. Must be a motivated and successful recruiter and manager of volunteers. Candidate must exhibit excellent computer knowledge, experience and proficiency with Microsoft Office applications including Word, Outlook, Excel, Publisher and PowerPoint.
4. **Physical Demands:**
  - a. Lifting, pulling, bending, carrying, and pushing as needed to set up activities and events.
  - b. Operation of church vehicles.

### **Expectations**

1. Exhibits a meaningful and growing personal relationship with Jesus Christ.

2. Engages in a regular and ongoing (meeting at least monthly) accountability relationship with a staff partner or other approved person.
3. Recognizes that our work is important and deserves our very best.

### **Conditions of Employment**

1. Models the Biblical standard of personal conduct and lifestyle.
2. Supports and adheres to the Mission, Vision, Values, and Philosophy of Ministry of CCC, including the CCC Statement of Faith.
3. Supports and adheres to the CCC Policies and Procedures Handbook.
4. Pastoral Staff must be active, participating members of Compassion Christian Church or be willing to become a member at the beginning of employment.

### **Duties and Responsibilities (Essentials)**

1. General staff responsibilities:
  - Engage in pastoral responsibilities, as assigned, to include teaching, preaching, performing weddings and funerals, pastoral counseling, assisting in worship services, communion, baptisms, child dedications and hospital visits.
  - Lead, cast vision, oversee, and direct all facets of the Statesboro Campus worship and groups ministry.
  - Assist in establishing ministry goals and objectives, and individual tactics that support the mission and vision of the Church.
  - Provide visionary leadership and organizational structure for the Statesboro Campus worship and groups ministry.
  - Recruit, train, schedule, equip and supervise volunteers for the ministry.
  - Train, schedule, equip and evaluate staff of the Statesboro Campus worship and groups ministry.
  - Propose and administer annual budgets.
  - Participation in monthly "Leader Breakfasts" and "All-Staff Meetings", as well as called departmental meetings, and other required staff events.

### **Specific ministry duties and responsibilities:**

- Leads/plans Statesboro Campus and Adoration worship services.
  - Assist in evaluating and gathering all resources to be used in worship.
  - Lead and direct the Statesboro Campus worship team.
  - Lead technical team for events.
  - Oversees promoting/publicizing of ministry activities and events.
  - Assist with the weekly rehearsals, planning of Worship elements, and in the musical and spiritual development of the music team.
  - Pastor and leader of our groups ministry: 1) connects people to small groups, discipleship groups and other types of groups, 2) raises up and coaches groups leaders, 3) champions the creation of new types of groups that reach our community.
  - Pastor and leader of our volunteer systems: 1) connects people to serving at Statesboro Campus and in the community and abroad, 2) creates and sustains our volunteers systems.
  - Preach at the Statesboro Campus when needed.
  - Provide vision and leadership of family connection to Local and Global Outreach ministries.
1. Create, program, and produce excellent weekly worship experiences.
    - Support sermon and sermon series as needed.
    - Support teams with quality environments for all weekend preparations.
    - Lead and develop Programming Team.
    - Connect regularly with Communications team and other CCC campus Programming teams.
  2. Lead and Pastor Weekend Worship, Production, and Program Teams.
    - Relationally engage, train, and coach Weekend Team leaders. (Worship, Production, Communion / Offering, Prayer Team, Video Production Team, Security).
    - Grow and sustain existing teams.

- Lead and pastor young musicians and worship leaders.
3. Maintain all Statesboro Campus Weekend Technical Equipment.
    - Create and maintain a system of inventory.
    - Oversee purchases of and/or repairs to any and all Statesboro Campus technical Equipment related to weekend programming.
    - Champion all Year End Offering Purchases (Capital Expenditures).
  4. Create and maintain a system of feedback management and reporting for weekend services.
  5. Oversee Statesboro Campus weekend programming budget.
  6. This job description is not meant to be an all-inclusive statement of every duty and responsibility that will be required of an employee in this position. Therefore, additional duties may be assigned.

**Performance and Evaluation**

Success in the position will be measured according to the performance assessment tool approved by the Executive Pastor. Performance will be evaluated in relevant areas, including but not limited to: completion of ministry goals and individual tactics, communication, teamwork, leadership, creativity, responsibility, self motivation, attitude, and potential for growth.

**Employee Acknowledgement**

My signature will acknowledge that I have read and understand the above Job Description. Further, I understand that this Job Description provides position essentials and the general duties, responsibilities, and specifications of the position; that it may be changed at any time to meet the needs of CCC; and, that it in no way constitutes an employment contract or otherwise alters my "employment at will" relationship with Compassion Christian Church.

Printed Name of Staff Member:

\_\_\_\_\_  
**Signature of Staff Member**

\_\_\_\_\_  
**Date**

Job Description Approved:      DLM (HR Initials)      \_\_\_\_\_ (DH Initials)

*Revised 02/22/2020*