



## **JOB DESCRIPTION**

### **Worship Pastor**

*Henderson Campus Team*

*Campuses and Generations Department*

Reports to: Henderson Campus Pastor  
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 the Church by effectively providing leadership and discipleship for the worship ministry of the Campus, and assisting the Campus Pastor in day-to-day operations and volunteer involvement.

### **Minimum Qualifications**

1. **Experience:** Minimum of three (3) years leading relevant worship.
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 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. 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 1 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 Worship Arts Department of the Campus.
  - 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 Worship Arts Department of the Campus

- Recruit, train, schedule, equip and supervise volunteers for ministry.
  - Train, schedule, equip and evaluate staff of the Worship Department at the Campus and other Campus duties assigned
  - Organizes the Campus' greatest resource for mission: people. Focuses on the entire flock, aligning people with priorities. Helps the Campus Pastor manage the time and energies of the staff shepherding people as they find their place on mission with Jesus.
  - The Worship Pastor stewards the Worship budget of the Campus and any other responsibilities assigned with integrity and security. Coordinates with CCC Financial office and Executive office to maintain financial efficiency and effectiveness.
  - Assist the Campus Pastor in directing the use and care of the campus' facilities so that people are loved and Jesus is worshiped. He is a problem-solver who brings solutions to the other leaders from a biblical perspective.
  - Participation in monthly "Leader's Breakfasts" and monthly "All-Staff Meetings", as well as called departmental meetings, and other required staff events.
2. Specific ministry duties and responsibilities:
- Oversee the Worship Culture of the Henderson Campus.
    - Lead and develop worship teams for the worship services.
    - In constant Collaboration with Central Worship and other campuses.
  - Collaborate with the Central Worship Pastor for Special Events (Compassion College, Next Level Leadership Conference, Services, and Journey etc.)
  - Develop the worship volunteer culture for the campus which includes, adults, college and students.
  - Assist the Campus Pastor in overall evaluation of campus facilities and long range planning.
3. 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 Lead 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 9/11/2020*