

Campus Worship Pastor Job Description

Category: Campus Staff

Purpose of the job: The primary responsibility of the Campus Worship Pastor is to facilitate weekend worship services and special events at their assigned campus. The Campus Worship Pastor serves as the primary worship leader for their campus. This position is an exempt full-time salary position and reports to the Campus Pastor.

Essential Responsibilities:

Gives Ministry Away

Serves as the primary worship leader of the campus

Continually recruits and conducts regular auditions for worship team volunteers

Provides ongoing training and development for all worship volunteers – utilizes the Equip program or an adapted training model

Provides ongoing care and pastoral shepherding of the campus worship volunteers, including one-on-one meetings annually

Coordinates with ministries of the church and across campuses to provide quality live worship

Communicates consistently with worship and production volunteers to keep them “in the loop”

Evaluates all team members annually and offers support and suggestions for continued growth

Prepares music and other worship elements with excellence

Creates transitions conducive to God-honoring corporate worship, as needed

Conducts rehearsal and organizes, communicates, and personally prepares for all rehearsals in a way that promotes excellence and honors volunteers

Promotes a healthy understanding of using gifts and talents in leading worship

Consistently pursues excellence in worship leading (musical, visual, spoken)

Sets up sound and any other tech elements needed for rehearsal

Fills a specific role in the global management structure of Northview’s worship department [ex. vocal director, band director, recruiting director, etc.]

Presents and promotes a biblical attitude and understanding of worship from the platform

Implements/oversees the entry of computer graphics for campus each weekend

Maintains church owned instruments and other applicable gear

Coordinates ongoing training for tech team (sound engineering, computer graphics and lights)

Stage setup implementation (recruits and leads volunteer team that sets up, tears down, creates, modifies, and restructures stage, as needed, and assigned)

Assigns or implements photography and video as needed for various services/events

Leads worship for non-worship service events, as assigned

Coordinates with Central Services and volunteer teams to lead decorating for Christmas and other seasonal needs

Coordinates with Central Services to oversee technology (TV’s, monitors & speakers) in lobby, atrium, and Children & Youth areas

Coordinates with Weekend Services Team to implement sound, video, & stage designs

Prepares for and contributes on assigned teams and in all assigned meetings

Partners with other worship, video, and production staff to provide a unified team mentality

Practices regularly to hone personal musical skills
Officiates weddings and funerals as needed
Provides pastoral care, counseling, and guidance as needed
Networks with other churches for ideas and community
Assists in baptisms or service hosting at the campus as needed
Manages and maintains the worship and production budget of the campus
Attends scheduled staff meetings
Check and respond to email, voice mail and calls within 24 hours
Performs related duties as assigned by supervisor

Supervisory Responsibilities: This position does not directly supervise staff; however, it does work with volunteers and must have an understanding that volunteers are key to the ministry of the church. The employee must have a heart to recruit, train, equip and support volunteers in fulfilling their roles. This position will oversee contract workers and is highly encouraged to bring on ministry associates to help give ministry away.

This job description was an attempt to list all normal job activities. There may be additional duties and responsibilities required by the employee not listed on this description.

Minimum Qualifications: Bachelor's degree in a related field plus three to five years of relevant experience in vocational ministry; or equivalent combination of education and experience. Ordination Preferred, but not required. Related experience includes proven ability in the following:
Musical ability including excellent vocal skills, reading music, composing & creating charts
Lead contemporary worship
Lead, develop, shepherd, and instruct vocalists, tech volunteers and rhythm instrumentalists
Piano skills of at least basic level (enough to lead vocal rehearsal)
Ability to lead from an instrument (guitar preferred)
Familiarity with recording, drum loop, transcription software (i.e., Reason, Finale, ProTools, etc.)
Ability to lead, speak and counsel from a Biblical worldview
New candidates with the above education and experience should be able to perform the essential functions of this job satisfactorily within 6 months of being with the church.

This position requires a strong commitment towards the cultural values and a clear understanding of one's identity in Christ. Must have an ability to respond to common inquiries or complaints from employees or church members. Ability to respond verbally or in writing to questions of theology or Northview Church culture & beliefs. Ability to effectively present information to church leadership and speak/teach to a congregation.

Confidentiality: This position requires the following information to be kept confidential: Any church attendee/member information, volunteer background information, product and programming information, pastoral care information