



## **JOB DESCRIPTION**

### **Worship/Life Groups Pastor – Midway**

Midway Campus Team

Regional Campuses

Reports To: Campus Pastor – Midway Campus  
Category of Employment: **Full-Time**, 50 hours per week  
Payroll Status: Salaried  
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**

Lead and equip the worship team to develop a culture of authentic and excellence in the worship gatherings, and to equip group leaders to foster community, disciple the church family, and live on mission.

### **Skill Set of the Position:**

- Leader: Engaging, passionate, and competent in leading the church in musical worship
- Visionary: Generate vision and drive for the Worship Arts Team and Community Groups
- Equiper and Recruiter: Lead staff and recruit and lead volunteer leaders and volunteers
- Pastor: Skills to counsel, disciple, and comfort

### **Minimum Qualifications**

1. **Experience:** Minimum of three (3) years leading current, relevant worship music. The preferred candidate will have experience in live event production with proficiency in concert sound, lighting, computers, and video. Must have demonstrated and documented experience in building a leading worship teams.
2. **Education:** Minimum of a Bachelor's degree from an accredited college or university. 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 should also exhibit excellent skills in the areas of concert/theatre lighting and live sound engineering. Candidate must have a basic knowledge of Renewed Vision's ProPresenter and ProVideoPlayer, as well as an ability to mix and program sound on an Avid Venue SC48 digital sound console.  
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. An exhibition of excellent interpersonal relational skills while maintaining and protecting confidentiality is required. Candidate must possess effective written and verbal skills. Candidate 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:
  - Lead, cast vision, oversee, and direct all facets of the Worship Ministry, including technical needs for rehearsals and weekend services.
  - Lead, cast vision, oversee, and direct all facets of Life Groups.
  - Assist in establishing ministry goals, objectives, and individual tactics that support the mission and vision of CCC.
  - Provide visionary leadership and organizational structure for the Worship Ministry, Production Arts, and Life Groups of the Midway Campus.
  - Recruit, train, schedule, equip and supervise volunteers for the Worship Ministry, Technical Arts, and Life Groups.
  - Propose and administer annual budgets.
  - Participation in monthly "All-Staff Meetings", as well as called departmental meetings, and other required staff events.
  
2. Specific ministry duties and responsibilities:
  - Recruit, build, train, and develop Worship and Life Group teams.
  - Lead corporate worship at a campus (as assigned) each week.
  - Develop a culture of authenticity and excellence by leading weekly rehearsals, planning and programming worship elements, and in the musical and spiritual development of worship and production team members.
  - Responsible for direct communication and collaboration with production arts staff and volunteers. Evaluate and assist in gathering resources to be used by the worship and production teams
  - Pastor and leader of our groups ministry; 1) connects people to life groups, discipleship groups and other types of groups 2) raises up and coaches group leaders 3)champions the creation of new types of groups that reach our community.
  
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 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 5/7/18*