

**PURPOSE:**

The Worship Pastor/Director directs the departments of worship and band. The Worship Pastor/Director is an on-platform pastor who will lead, direct and build all worship leaders and musicians. There may also be opportunities to preach occasionally. The Worship Pastor/Director will oversee, direct, and develop the staff involved in all Centerpoint worship experiences.

**ACCOUNTABILITY:**

The Worship Pastor/Director is accountable to the Director of Communications and Experiences.

**FIT:**

The ideal candidate for this position has an amazing heart of worship, coupled with the ability to lead people in a joyful time of praise to a place of holy encounter through worship! He or she is an upbeat, positive, authentic, loving, energizing, and inspiring person who is a team builder, a strong leader, a developer of people, and an effective manager. This person has a gift for providing creative vision, Holy Spirit-infused inspiration, and excellence in the implementation of worship during weekend experiences as well as all additional worship elements for experiences. This person is at home leading from a Spirit-filled place personally, in a charismatic environment. The right person will have a capacity for pastoral inspiration, and the pastoral heart to work with grace-filled and spirit-filled presence.

This person will have high relational capacity and experience in leading both staff and volunteers. They will possess the ability to define and coordinate work and delegate appropriately to best accomplish goals; adjusts assignments to maintain workflow; provides immediate and effective feedback to employees concerning behavior and performance.

**AREAS OF OVERSIGHT**

The Worship Pastor/Director will manage the following team members:

1. Centerpoint Worship Team Staff
2. Centerpoint Youth Worship Team
3. Contracted Musicians/ Worship Leaders
4. Worship Volunteers
5. Baptism & Communion Volunteers

**KEY RESULTS:****1. Build, Develop, and Lead the Worship Ministry of Centerpoint Church (50%)**

- Recruit, train, and develop sufficient competent vocalists and musicians who embody excellence in weekend services - and all additional areas needing worship leadership.
- Cultivate and manage the assistant worship leaders as staff members.
- Lead worship three times a month.
- Raise up worship leaders for all weekend services.
- Plan worship sets and specials with input from the Director of Communications & Experiences.
- Build a team of people committed to Centerpoint Church who are ready to give of themselves for the larger mission of our church – and the specific needs in worship ministry.
- Develop contacts with other musicians and build a roster to pull from when needed.
- Develop a culture of connectedness, synergy, and appreciation within the worship and production departments.

- Facilitate all aspects of administrative management for worship in weekend services and all other areas needing worship leadership.
- Develop and manage the annual budget for the areas of worship and band.
- Develop, manage, and host a yearly School of Worship to cultivate and raise up new worship leaders for deployment into our mission and beyond.
- Other duties as assigned and approved by the Director of Communications and Experiences.

**2. Cultivate a Spirit Filled, Engaging, Interactive, Participatory, and Inclusive Worship Arts Culture at Centerpoint Church (20%)**

- Develop and create a worship culture that leads to opportunities for lay people with calling and talent to be involved with Worship Arts.
- Recruit, develop, and encourage volunteers from the CP Body to take their place in worship, and/or band.
- Champion and execute recruiting, team building, and leadership development.
- Host auditions to provide continual opportunities for growth and involvement.
- Collaborate with ministries to meet their worship needs and to provide worship leaders and instrumentalists as needed and as possible
- Provide worship resources to lay people and other volunteers such as set lists, one-page song chart PDF's, new worship song alert and links
- Ensure care and inclusion of non-staff people in every facet of worship arts.
- Other duties as assigned and approved by the Director of Communications and Experiences.

**3. Collaborate with Production and Creative Teams to Produce Special Service Elements in Centerpoint Experiences (20%)**

- Work alongside the creative team to develop creative ideas for special moments, music, elements, etc. for weekend services and special events.
- Initiate and oversee worship planning for special seasons such as Christmas, Easter, Fall Launch, and special events.
- Work with the Director of Communications & Experiences and the Creative Team to design special services for Christmas and Easter and other key times. A vacation during Christmas or Easter is not permissible.
- Work with the Production Manager to ensure great production is ready for all services.
- Lead worship ministry in writing and developing new music for Centerpoint and when appropriate recording and releasing albums with a heart to resource our body of believers.
- Assist the C&E teams in the creation of any special video projects such as testimony videos to flow seamlessly with worship.
- Partner with the C&E Team to carry out 'venue enhancement' in the worship center area, revamping the platform setup and incorporating creative/evocative elements to coordinate with the sermon series, new season, or special events.
- Other duties as assigned and approved by the Director of Communications and Experiences.

**4. Contribute to the Overall Ministry of Centerpoint Church Through Pastoral Ministry (10%)**

- Provide spiritual leadership to all who attend or are part of Centerpoint Church, as one of their pastors.
- Have availability to provide pastoral care, prayer, biblical counsel, and support, during office hours, and one night per week after office hours as needed.

- Be available to serve as Pastor on Duty up to one afternoon per week.
- Be available to go visit the sick and otherwise visit and support those in need, providing pastoral presence and support in a way that will effectively convey the support of Centerpoint Church and the Lead Pastor
- Be available to provide marriage and funeral services for members of our church without the condition of a fee or honorarium (although we encourage one to be given).
- Be present for all weekend services, which includes greeting and engaging with the church body between services.
- Assume other responsibilities for leadership and service within the church as needed.
- Attend and actively participate in Team Rally, and Management Team meetings.
- Be a part of and help lead any and all MLT (Ministry Leadership Team – lay leaders) gatherings, such as quarterly Leaders Advance, providing worship leadership as requested
- Oversee the development and management of ministries that operate in tandem with Worship such as Communion and Baptism
- Other duties as assigned and approved by the Director of Communications and Experiences.

#### **REQUIRED QUALIFICATIONS:**

- Possess the ability to lead a band
- Must be energetic and enthusiastic
- Must be able to build, schedule and manage a team
- Willing to relocate to Murrieta, CA, or the surrounding area
- Must be committed to the vision of Centerpoint Church and be willing to take on other needed ministry responsibilities
- Must be willing to work as a team with all church staff to accomplish the overall vision of the church

#### **PREFERRED QUALIFICATIONS:**

- Professional competency on the piano or guitar
- College degree in music or ministry (experience may be substituted for a college degree)
- Able to read music and create music and/or charts

#### **TIME EXPECTATIONS:**

This position is a full-time, exempt position. As a manager level leader, it is your responsibility to fulfill the expectations of this role, execution of assignments to all your direct reports, and ensure collaboration with other departments and ministry areas through clear communication. This level of leadership should expect to invest the time needed to ensure the success of the church and its mission including over half of your weekly time being on-site. As Worship Pastor/Director, your presence is required at all weekend services with the exception of time off. In particular, as the Worship Pastor/Director, you are required to be present for our key holiday weekends/services - Christmas, Easter, and fall launch - and time off should not be taken at these times.

#### **CP Staff Team Expectations:**

Candidates must be cleared through background check

Employees will be members of the local church and amenable to the values and doctrine of the Free Methodist Church

Commit to embracing and demonstrating the values of the church

Commit to working as a team with people and departments

Be respectful and kind in all your dealings with staff, volunteers and the people we serve

Develop your unique voice within the team

Read and agree to abide by the policies of our Employee Handbook

Centerpoint Church maintains an “employment at will” policy. This means that just as you are free to end your employment with Centerpoint at any time for any reason, Centerpoint is also free to end the employment relationship with you at any time for any reason, with or without cause or advance notice, as long as we do not violate any applicable federal or state laws.

By signing below, I certify that I have read the above information and understand that my employment with Centerpoint Ministries is at-will.

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Employee Name (Print)

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Employee Signature

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Date

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Supervisor Name (Print)

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Supervisor Signature

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Date

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HR Rep Name (Print)

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HR Rep Signature

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Date