



WORSHIP PASTOR ROLE DESCRIPTION

The Worship Pastor develops and executes high-impact, compelling weekend services (as well as other large-scale CHCC worship events) that lead people to encounter God and live with greater love for and submission to Him; oversees and leads the programming staff for spiritual growth and kingdom advancement; and leads attenders and visitors to grow as a more worshipping congregation by designing and ensuring bar-setting engaging, catalytic worship at main weekend worship services.

RESPONSIBILITIES

Model a Growing and Vibrant Relationship with Christ

- Pursue full devotion to Christ and live the life we are inviting others to live
- Manifest the fruit of the Spirit in work habits and relationships
- Pursue spiritual growth through community and a daily (or almost daily) 4-R practice
- Embody other-centered, servant-leadership in all interactions
- Reflect Christ's heart for reaching spiritually lost people

Demonstrate Commitment to Cherry Hills Community Church

- Pursue church membership and live out the four commitments of active membership
- Be an active, engaged participant at weekend services and in a Section Community
- Serve at church-wide, all-hands-on-deck events
- (Examples: Christmas & Easter service, etc.)
- Accept and uphold CHCC's Essentials of Our Faith

Oversee, Lead, and Pastor the Worship Staff Team

- Build a culture defined by love and unity
- Manage the staff effectively both on the "what" (measureable outcomes) and the "how" (staff engagement and culture)
- Provide direction, training, support, feedback and coaching for those you lead
- Establish and monitor staff performance and development goals
- Partner with Organizational Development to hire, transition, evaluate, and develop staff
- Complete performance reviews in collaboration with Organizational Development
- Lead staff to deliver inspiring, effective support of external and internal customers
- Lead the Programming team to deliver department goals

Lead Staff Members to Recruit and Lead Highly Effective Volunteer Teams

- Train staff in recruitment, development, and training of volunteers

- Cast vision regularly by sharing stories and celebrating wins
- Provide coaching to staff for continuous improvement

Oversee the Development and Execution of Creative, Compelling, Life-Changing Worship Programming for all Large-Church Worship Services and Events

- Partner with Senior Pastor, Worship & Creative Arts Pastor (and team), and Worship Leaders to develop creative sermon support and service content
- Interface with teaching pastors, hosts, and other department representatives regarding specifics of weekends, initiatives, and content
- Research current worship trends and learn from other leaders
- Evaluate services on a regular basis and mine learnings for ongoing growth
- Identify and implement steps to take worship to the next level

Ensure Bar-Setting, Catalytic Worship At Main Services and Events

- Ensure our weekend service times of worship are first and foremost pleasing to God and anointed by Him as a result of the genuineness, holiness, love, affection, absence of personal motives, and devotion to the work of prayer
- Lead teams to produce a consistent brand of music and worship with consistency of vibe, song selection, quality, sound, mix, etc. that leads all generations of people to worship
- Lead team to identify, recruit, shepherd and lead volunteer teams for high impact and transformation

Manage Department Budgets At or Under Annual Allocation

Ensure Accurate, Timely Response to Communication Requests (Phone or Email)

- Manage email, voicemail, and communication requests in a timely, thorough manner
- Build trust by maintaining confidence of information
- Respond to all requests with professionalism, discretion, and a service orientation

Serve as a Fantastic Teammate to Peers

- Demonstrate loyalty to teammates in action and word
- Pursue and uphold relational unity with teammates
- Make assists for teammates to facilitate church-wide wins
- Uphold the six commitments of trust and trustworthiness

Model Servant Leadership and Exhibit a Helpful, Joyful Attitude

Demonstrate a Commitment to Growth

- Receive and apply training and development from the Senior Pastor
- Attend All-Staff Meetings

RESULTS

Staff Managed with Excellence (Demonstrated by Strong Staff Engagement Scores)

Recruitment, Development, and Retention of High Caliber Staff
(Demonstrated by Measured Ministry Outcomes)

Motivated, Resourced, High-Impact Volunteer Teams in All Areas of Worship Communities
(Evidenced by Volunteer Recruitment, Retention, and Ownership)

Growth as a Worshipping Congregation that Bridges Generations More Effectively (Evidenced
Through Attendance, Staff/Team Feedback, and TAB Survey)

Attendees Led in High Quality, Catalytic Worship Services

Creative, Compelling, High-Impact Worship Services

Scheduling and Use of Paid Musicians Within Budget Parameters

Effective Partnership with Band and Production Team Members
(Demonstrated by Excellence in Execution of Worship Sets)

High Value-Add Service Level Agreements Defined and Delivered Upon Consistently

Trust Built and Positive Wake Left With Staff Through Service-Oriented

All Department Goals Completed By Deadline and Within Budget

RELATIONSHIPS

Worship & Creative Arts Pastor: The Worship Pastor reports directly to the Worship & Creative Arts Pastor. He/she will be expected to be coachable, available, and responsive to his/her supervisor while striving for a healthy Christ-like relationship characterized by love, truth, and unity. He/she will also work closely with the Worship & Creative Arts Pastor on all weekend programming.

Creative Arts Staff and Volunteers: The Worship Pastor should embody and exhibit servant leadership in all interactions with Worship Ministries Staff and Volunteers, seeking to resource, lead, direct, develop, and encourage them to make the greatest kingdom impact possible.

Organizational Development Director: The Organizational Development Director is responsible for ensuring all human resources across CHCC are in alignment with the character, values and competence expected of staff. The Worship Pastor should comply in a godly and humble manner with all efforts from the Organizational Development Director to evaluate, train, equip and develop him/her as a staff member and will do all hiring of staff in complete conjunction and consensus with the Organizational Development Director.

SPIRITUAL GIFTS

God equips every Christ-follower with spiritual gifts to serve and strengthen the body of Christ and to partner with Him in the advancement of His kingdom.

The following spiritual gifts are recommended for this role:

- Leadership
- Administration

QUALIFICATIONS (STAFF VALUES & ROLE SPECIFIC COMPETENCIES)

HUMBLE

Has an infectious passion for Jesus' name, fame and glory, has a growth verses fixed mentality and is other-centered.

HOLY

Lives as one set apart for God's purposes and plan.

HUNGRY

Pursues God with passion and devotion through the Word, worship and prayer, recognizing Him as a person to know rather than a subject to study.

HUSTLE

Serves sacrificially and with urgency for Jesus and the advance of His kingdom; is a vision-owner who takes it personally.

HONOR

Seeks to outdo others in showing honor: up, down and sideways.

HIGH EQ

Leverages influence, leaving a positive wake wherever he/she goes.

COMPETENCE

Builds Effective Teams: An effective team builder blends people into teams when needed; creates strong morale and spirit in his/her team; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; defines success in terms of the whole team; creates a feeling of belonging in the team.

Directing Others: An individual who is skilled at directing others is good at establishing clear directions; sets stretching objectives, distributes the workload appropriately; lays out work in a well-planned and organized manner; maintains two-way dialogue with others on work and results; brings out the best in people; and is a clear communicator.

Innovation Management: Someone who is skilled at innovation management is good at bringing the creative ideas of others to the table; facilitates and manages creative processes well; can project how potential ideas may play out; and has good judgment about which creative ideas and suggestions will work.

Strategic Agility: A person possessing strategic agility sees ahead clearly; can anticipate future consequences and trends accurately; has broad knowledge and perspective; is future oriented; can articulately paint credible pictures and visions of possibilities and likelihoods; can create competitive and breakthrough strategies and plans.

Managerial Courage: An individual who possesses managerial courage doesn't hold back anything that needs to be said; provides current, direct, complete, and "actionable" positive and corrective feedback to others; lets people know where they stand; faces up to people problems on any person

Worship & Creative Arts Pastor

MINISTRY:
Creative Arts

or situation (not including direct reports) quickly and directly; is not afraid to take negative action when necessary.

CALLING

A calling to serve in this position as discerned by both CHCC and the individual.

POSITION TYPE: Full-Time, Exempt

HOURS PER WEEK: 40+

SUPERVISOR: Worship & Creative Arts Pastor