

## WORSHIP LEADER JOB DESCRIPTION

### A. Build, lead, and develop Band and Vocal teams so that the campus can reach and retain more people

- Build – recruit, train, grow, and remove when necessary Worship
- Lead – 3-4 Worship Team Leaders, who each lead 1 Worship Team consisting of 5-7 instrumentalists and 2-4 vocalists
- Develop – assess, teach, train, and disciple the worship team at the campus
- Instrumental Team: 3-4 teams – each team consisting of a drummer, a bassist, 1-2 electric guitarists, an acoustic guitarist, and 1-2 keyboardists. Each team serves one weekend every three weeks and rehearses before the weekend they serve.
- Vocal Team: 3-4 teams – each team consisting of 1-2 female and 1-2 male vocalists. Each team serves one weekend every three weeks and rehearses on a week night preceding the weekend they serve.
- Reach – be active in adding more 1st timers at: buzz events, weekends, kids ministry, youth ministry
- Retain – be active in moving 1st timers to 4th, 4th to Groups, Groups to Serve, and Serve to Legacy Builder

### B. Execute the Community Church Worship Team process

The **PRIMARY** purpose of the campus worship team is to facilitate an excellent worship experience at the campus on the weekend. This is achieved by:

- Participate in weekly Creative Team meetings to design worship set lists and worship experiences
- Engaging the church with high-quality, engaging, culturally-relevant, God-honoring worship
- Having 100% attendance at weeknight rehearsal
- Substantially using Ableton/Play Back tracks as a part of the worship experience
- Spiritually growing and maturing the worship team by:
  - Modeling spiritual disciplines for the worship team
  - Being a strong private and public worshipper (on and of the stage)
  - Meeting with 1-2 members of the worship team each week

The **SECOND** purpose of the campus worship team is to connect with Community Church attendees and help them take their next step. This is achieved by:

- Being in the lobby and VIP areas after the services
- Each worship team member meets two people each weekend and helps them take their next step. Worship team members report these people to the Worship Leader, who in turn reports these people to the VIP Director each weekend.

- Each person on the worship team realizes their own next step, which is either: Joining a small group, or becoming a Legacy Builder.

The **THIRD** purpose of the campus worship pastor is to promote and enhance worship for all age groups. This is achieved by:

- Leading worship at CYouth Service on Wednesday and helping build, lead, and grow the CYouth worship team
- Meeting with the Community Kids and Community Youth Students directors once a month and finding 1-2 ways each month to strengthen worship in these ministries.

### **C. Reach Worship Pastor goals**

- Build 3-4 full-sized worship teams. This is achieved by holding monthly auditions until the teams are at full-size and then continue auditions every other month thereafter.
- Plan, have, and lead team leaders to have weekly conversations with people in groups not serve to meet weekly goals.

### **Duties and Responsibilities**

- Worship team stage presentation
- Appropriate Ableton/Play Back track usage
- Services will be assessed weekly at Creative Team meeting to evaluate and make adjustments as needed.
- 100% attendance at rehearsal and on Sunday morning
- Connect weekly with those you are leading
- Meeting with 1-2 worship team members each week
- 100% participation in the lobby and VIP areas by the worship team each weekend
- Improving kids and students worship experiences each month
- Shepherd the leaders and team members to take their next step.
- Grow the Worship Team (band and vocals)

### **D. Create the Structure**

- Reports to and is managed by the Executive Pastor
- Participate during weekly Creative team meetings
- Leads 3 Worship Team Leaders
- Serves the vision of the Lead Pastors
- Meet monthly with leaders at Leader+ gathering

### **D. Infuse the campus with the Community Church Vision, Values, and Culture**

- **Our Vision**
  - Inspire People to Live a Fully Surrendered Life for Jesus
- **Our Values**
  - Every Story Matters Here
  - We are all about More Changed Lives
  - We are Family

- It's okay not to be okay
- This is the perfect place for imperfect people
- **Our Church Culture**
  - People are our Heart
  - Generosity is our Privilege
  - Excellence is our Spirit
  - Servant Leadership is our identity
  - Honor is our calling
  - Passion is our Pursuit
- **Model Leadership**
  - Connect Weekly- Everything flows out of relationships
  - Make it Bigger - Grow your teams and raise up leaders
  - Make it Better - We are committed to continuous improvement
  - Shepherd People - Help people take their next spiritual step
  - Take it personally - Believe in what we do so much it infuses all areas of your life
  - Collaborate - Not too proud to ask for help and not too busy to give help
  - Replace yourself - Leaders who attract leaders are the most impactful on the organization
  - Be whole - How I care for myself spiritually, physically, relationally, emotionally, and financially
  - Remain open-handed - If you are given responsibility, own it. If your responsibility is given to someone else, let it go.