

Ministry Role Description

## Worship Pastor or Worship Leader

**Ministry Department:** Worship Arts – Worship Team

**Reports to:** Lead Pastor

**Status:** Paid Part-Time

**Summary:** The Worship Pastor or Worship Leader will work closely with our Lead Pastor to cultivate worship services and worship teams that lead our people to see and savor the greatness of God in Jesus Christ, and in the power of the Spirit. Fostering dynamic congregational worship; singing the best of the new and knowing when to leverage the best of the old is important to our church. The Worship Pastor or Worship Leader is a leader who can communicate a direction in a way that inspires those around him/her to join in the pursuit of that vision. To enjoy your role and be wildly successful as a Worship Pastor or Worship Leader, it helps if you...

- Love God with reckless abandon
- Worship God privately day to day – living a “lifestyle of worship”
- Understand that you are not being asked to “perform” or “entertain”
- Have previous experience playing and/or singing in front of people without it being *about* you
- Have formal instrumental training and/or experience
- Understand the importance of doing things with excellence
- Communicate clearly and easily with people
- Are flexible, fun, and a good sense of humor
- Remain open to constructive feedback and coaching
- Values playing and blending with the band more than being heard
- Desires to lead a ‘save-the-drama-for-your-momma’ team of musicians
- Understand the principle of being the Lead Worshipper
- Understand the importance of dealing gently and graciously with others

**S**piritual Gifts: Music, Leadership, Serving others

**H**eat: Minister to God by glorifying Him with instrument and song, passion for music, passion for Jesus

**A**bilities: Good ear / intonation, instrumental skill, comfortable playing in front of people, able to teach new music

**P**ersonality: Humility, strong character & integrity, punctual, works well in a team

**E**xperience: Instrumental experience required, vocal experience leading and solo

**Requirements:**

- +21 years of age
- The ideal candidate will have 5+ years of experience leading worship in a medium to large church environment
- Must have a passion for worship and feel that God has called them to this specific ministry
- Church Member (of if external, willingness to become a member)
- Sundays and Life Group Participation Required
- Agreement to remain humble, approachable, and teachable
- Degree in music, theology, or related field a plus

**Additional Requirements if applying for Worship Pastor:**

- A valid ministry credential with Open Bible Churches, or similar reputable credentialing organization. Ordination is not required.
- A heart for the spiritual formation of those in the congregation and the worship ministry.

**Qualifications:**

- A strong, vibrant relationship with Jesus Christ with a clear testimony of faith
- Committed to holiness and modeling a faith and maturity that others can follow
- Live a biblically centered life
- Strong moral integrity and values with a commitment to moral purity and who understands what it means to 'avoid even the appearance of evil'
- Financial integrity
- Commitment to a healthy and growing marriage (if applicable)
- The ability to manage and balance family with work and ministry life
- A person who disciples their children to know God and love him (if applicable)
- A person who clearly has advanced voice and (ideally) instrumental talents
- Demonstrated excellence as a worship leader
- For Worship Pastors: A demonstrated ability to shepherd and disciple people under their care
- Ability to positively influence others and leads by example, not position
- Commitment to the mission, vision, and values of Lifehouse Community Church
- Experience in a multi-staff, multi-service environment preferred
- A track record of recruiting, training and retaining a volunteer staff preferred
- A passion to help and equip budding musicians
- Ability to grow and mentor volunteers and worship team members to achieve excellence in worship arts.
- Knowledgeable in how technology can be used in worship including: sound, lighting, computers, and video projection
- Ability to lead and work without direct supervision
- With passion and excitement, lead Lifehouse Community Church into its next phase of worship growth and depth

**Responsibilities:**

- Lead and promote a lifestyle of worship in the church and in the lives of those who attend
- Create and maintain a friendly, Jesus focused atmosphere that fosters passionate worship
- Plan the worship portion of all corporate worship services, prayer services, and special events in consultation with the Lead Pastor and do so with prayer, conceptual forethought, theological accuracy, and musical appropriateness
- Song selection for weekly services, prayer services, and special events
- Ensure that all the musical and technical aspects of the service advance the theme for the day
- Scheduling and coordination of all worship team volunteers
- Schedule and lead worship rehearsals
- Oversee the recruiting, auditioning, teaching, and training of musicians in the church to serve the people as a team with musical skill and humility
- Investing in the lives of worship team members and taking interest in their daily lives in addition to their spiritual well-being
- Provide oversight and support of the Technical Arts Director and team
- Under direction of the Lead Pastor, develop departmental goals, objectives, and metrics
- With support of the Lead pastor, create and manage a worship arts ministry budget

- Evaluate and make recommendations for: equipment, resources, themes, formats, etc.
- Ensure regular maintenance on all worship oriented tools and equipment
- Planning and managing the worship arts ministry calendar including special recruiting, training, conference, and team-building activities
- Communicate regularly and effectively with the Lead Pastor and team members
- Support and coordinate musical worship related needs with Kids and Student Ministry staff
- With support of the church office, oversee music-related licensing and reporting
- Enthusiastically support the church, leadership, and team
- Be punctual

**Additional:**

- Serves weekly – time allocation may vary week to week; approx. 5-15 hrs
- Tithes regularly
- Attends weekly one-on-ones with Lead Pastor
- Attends bi-monthly all staff working sessions
- Attends bi-annually scheduled planning retreats / sessions
- Actively pursue continuing-education through the study of various materials, and/or attending conferences/workshops that would strengthen the ministry

**Orientation Process:** Level 5 clearance process, review of Worship Team Handbook, Attend rehearsals

**Working Environment:**

*What can be expected when working as a member of the Lifehouse ministry team?*

- A team approach to ministry – where everyone on the team is respected and encouraged for the contribution they bring to the team
- A relationship with the ministry team that is engaging, professional and fun; usually accomplished through regularly scheduled staff meetings and get-togethers
- Needed rest time away from the rigors of ministry
- A bi-annual evaluation of your ministry tasks and goals with the Lead Pastor; individual raises in salary are based on these evaluations
- An open door with the Lead Pastor and other ministry team members to encourage, give advice, or talk through situations that may come up during the week
- A dedicated personal working space which can be used for office tasks or recording
- Freedom to manage your own work schedule
- Interest and accountability in your personal growth and development

**Compensation Package:**

Starting, this is a part-time bi-vocational position (*for now*) with limited benefits including paid time-off, flexible schedule, pension benefits, conditional annual bonus plan, continuing education opportunities, paid approved conference and retreat expenses.

**Please note:** Applicants must have a primary source of income outside of the church at this time. Salary may be commensurate with experience.

**About this Opening:**

The people of Lifehouse have enjoyed passionate, contemporary, vibrant worship over the years with steady and faithful leadership. Our most recent worship leader served in this role for 5+ years; our previous leaders served for nearly 10 years.

**About the Church:**

Lifehouse Community Church is a 16 year-old, multi-ethnic, and multi-generational church, which finds itself in a fresh season of growth. We are located in Urbandale, Iowa with attendees and visitors coming from every corner of the Greater Des Moines Metro Area. Our mission is to bring hope and new life to all who would receive it. Towards the end of 2018, Lifehouse moved into a fully renovated 24,000 sq. ft. facility located on a main artery through the city. For more information about Lifehouse, visit [www.lifehousedsm.org](http://www.lifehousedsm.org).

**Application Process:**

*If you are interested in joining the Lifehouse ministry team, here are the next steps:*

1. First, be willing to submit to and participate in the following:

- A full and exhaustive background check
- A ministry gifts analysis and DISC assessment
- A formal interview process including an onsite visit
- A couples interview and/or marriage assessment if married

2. Prepare a résumé including the following information:

- An audition video or audio recording demonstrating your abilities
- Work history – ministry and secular
- Three personal and two professional references
- Photograph (family photo if applicable)

3. Submit your résumé to:

Lifehouse Community Church  
4095 Northwest Urbandale Drive  
Urbandale, IA 50322

**OR** electronically to:

[together@lifehousedsm.org](mailto:together@lifehousedsm.org)