



## JOB DESCRIPTION

<b>Position Title</b>	Worship Director/Worship Pastor
<b>Department:</b>	Worship
<b>Position Reports to:</b>	Willie Register, Couples & Families/Worship Pastor
<b>Pay Range:</b>	Competitive Salary
<b>Employment Type:</b>	Full-Time
<b>Supervises:</b>	3-4 part-time staff members and over 30 volunteers

### About Our Church:

Welcome to North Coast Calvary Chapel, a vibrant and growing community committed to pursuing Jesus together for renewal in every generation. At North Coast Calvary Chapel (NCCC), we are passionate about cultivating disciples who make disciples, fostering a worship environment that is both inclusive and transformative. Our worship experience embraces diverse musical styles, deepens theological understanding, and allows space for the Holy Spirit to move freely. With a congregation of 3,000 members, we are dedicated to creating a worship environment that is deeply rooted in spiritual truth and resonates across generations.

### About the Role:

We are seeking a Worship Director/Worship Pastor to lead and oversee the worship ministry at NCCC. This role is ideal for someone who has a heart for worship and a desire to create an environment where everyone feels connected to God and to each other. You will be responsible for facilitating worship experiences that align with our church's mission, vision, and values, ensuring they are spiritually enriching and theologically sound. You'll work closely with a dedicated team of 3-4 part-time staff members and over 30 volunteers who share your passion for worship and community, guiding them in both musical excellence and spiritual growth.

You are the perfect person if you...

- **Have a Passion for Worship:** You live and breathe worship, and you love leading others into God's presence. You are deeply connected to your faith and committed to fostering an atmosphere where worship is a powerful, transformative experience.
- **Are a Skilled Musician and Music Director:** You are proficient in playing an instrument and singing, and you can lead a worship team with both excellence and humility. Your musical skills are matched by your ability to guide others in their own musical journeys. Additionally, you have experience as a Music Director (MD), bringing a depth of leadership and coordination to the team.
- **Are a Collaborative Leader:** You thrive in a team environment, working alongside others to create something greater than the sum of its parts. You enjoy mentoring and developing worship team members, helping them grow in their talents and spiritual lives.
- **Value Diversity and Inclusion:** You embrace and promote cultural diversity within worship, ensuring that the worship experience reflects the rich tapestry of our internal and surrounding

communities. You are committed to making worship accessible and meaningful for people of all backgrounds and ages.

- **Have Strong Organizational Skills:** You are detail-oriented and able to manage multiple tasks, schedules, and budgets. You are comfortable with worship planning software tools and have a basic knowledge of audio/visual technology, including running tracks and clicks to enhance the worship experience.
- **Are Spiritually Mature:** You have a strong personal relationship with Jesus Christ, and you are passionate about leading others in their spiritual journeys. You are comfortable integrating prayer, scripture, and prophetic elements into worship, allowing space for the Holy Spirit to move.

### **Key Responsibilities:**

- Lead and inspire the team and congregation in vibrant, spirit-filled worship during weekend services, special events, rehearsals and mid-week gatherings.
- Collaborate with the lead pastor and Family pastor to plan worship services that reflect the heart and mission of our church.
- Recruit, train, and mentor worship team members, fostering a sense of community, unity, and spiritual growth within the team.
- Manage the scheduling, rehearsals, and coordination of the worship team, ensuring all services and events are well-prepared.
- Manage the worship ministry budget, including resources for music, equipment, and other essentials.
- Serve as a spiritual leader to the worship team and congregation, providing guidance, encouragement, and pastoral care.

### **Hiring Process:**

We like to keep things straightforward and enjoyable! Here's what you can expect:

1. **Apply:** Send us your resume, cover letter, and any work samples or recordings you're proud. Please also include the answers to the following questions:
  1. Please provide a framework of a theology of worship.
  2. Please provide a framework for how you integrate a theology of mission into worship.
  3. Please share how you integrate spiritual formation into your own life and the life of the worship team. For example, what spiritual disciplines and practices have been formative for you?
  4. Please provide a theology of ethnicity and culture that guides your worship ministry.
2. **Initial Chat:** We'll set up an initial meeting to get to know you better, via Zoom if you are not local.
3. **Interviews:** Meet with several members of our pastoral and church staff, along with worship team members to dive deeper into your vision and leadership style and also for you to get to know us better.
4. **Onsite Visit:** You may be invited to join us in person to experience our community firsthand and meet the team in person.
5. **Decision:** We aim to make a final decision before the holidays and possibly have the start date scheduled for the first few months of 2025.

North Coast Calvary Chapel in Carlsbad, CA is an equal opportunity employer. We are committed to fostering a diverse and inclusive environment within our staff and worship team. We encourage applications from individuals of all backgrounds and experiences.