

COMPASSION CHRISTIAN CHURCH JOB DESCRIPTION

Position Title	Department	Reports to
Central Worship Pastor	Worship Experiences (WE)	Exec. Pastor of WE
Employment Status	FLSA Status	Effective Date
☐ Temporary ☒ Full-Time ☐ Part-Time	☐ Non-Exempt ☒ Exempt	09.2026 – cdb/HR

WHO WE ARE

We are guided by our fundamental values, our **CORE4**, which define our culture, but it's our mission that drives everything we do: to **LEAD OTHERS TO A LIFE-CHANGING RELATIONSHIP WITH JESUS**.

- Roof Wrecker (RW): Willing to go above and beyond to help others connect with Jesus.
- Game Changer (GC): Committed to doing whatever it takes to advance the Kingdom.
- Ephesians 4 (E4): Focused on raising others up to fulfill their potential and contribute.
- We Over Me (W/M): Prioritizing the good of the team over personal gain.

POSITION SUMMARY

The Central Worship Pastor will provide visionary, spiritual, and organizational leadership for worship ministry across all campuses, serving an average weekly attendance of 11,000. This high-capacity leader will shape the church's spiritual and musical culture by balancing creative excellence with strategic ministry leadership, equipping worship teams, advancing original music initiatives, and ensuring unified, engaging, and well-executed weekly services across every location.

ESSENTIAL DUTIES & RESPONSIBILITIES

The essential functions include, but are not limited to the following:

- **Visionary Worship Leadership (E4, GC, RW, W/M):** Direct the spiritual and creative vision for weekly services across all CCC campuses, ensuring a cohesive, engaging, and mission-aligned worship experience that supports and complements the weekly message.
- **Service Planning & Execution (GC, E4, W/M):** In partnership with the Service Programming Coordinator, oversee the planning, organization, and high-quality execution of weekly worship services, establishing clear processes and standards that promote excellence across every campus.
- **Communication & Collaboration (RW, E4, W/M):** Serve as an exceptional communicator and collaborative partner, effectively connecting executive leadership, campus pastors, worship pastors, service programming staff, and volunteer teams around shared vision, expectations, and ministry priorities.
- **Delegation & Team Empowerment (E4, W/M, GC):** Streamline ministry operations by appropriately delegating responsibilities, clarifying expectations, equipping campus worship pastors, and providing the coaching, resources, and support necessary for them and their teams to thrive.
- **Musical Direction & Development (GC, E4, RW):** Apply a deep knowledge of music, musical arrangement, and music theory to elevate the quality, creativity, and consistency of worship bands across all campuses. Establish and maintain musical standards that support congregational participation and excellence in worship.
- **Original Music & Songwriting (GC, E4, W/M):** Spearhead the development of original music by overseeing a collaborative songwriting, arranging, and production process, with the goal of writing, refining, and releasing three to six original worship songs annually.
- **Additional Responsibilities (E4, W/M):** Carry out other worship ministry, campus, community, and organizational responsibilities as assigned.

COMMITMENT TO CHRIST and CCC

- Demonstrates a personal relationship with Jesus Christ and actively engages in spiritual growth.
- Participates in regular accountability with a designated staff partner or approved individual.
- Adheres to the Mission, Vision, Core Values, Philosophy of Ministry, and Statement of Faith of CCC.
- Supports and upholds the policies and procedures outlined in the CCC Employee Handbook.

TEAMWORK and PROFESSIONALISM

- Embraces a collaborative team mindset and actively contributes to the objectives of the Vision & Strategy Team (VST).
- Maintains the highest standard of personal conduct and lifestyle, as outlined in the Team Assumptions.
- Demonstrates a commitment to excellence in all work, recognizing its significance.

MINIMUM QUALIFICATIONS

- **Education:** A bachelor's degree from an accredited college or university is required. A degree in ministry, biblical studies, worship ministry, music, or a related field is preferred. Formal education or training in music theory, composition, arranging, or a related area is preferred.
- **Experience:** A minimum of 10 years of proven worship leadership experience, particularly within a large, multi-site church environment. Experience teaching music theory and applying it to worship team development, coaching, musical arrangement, and worship leadership is preferred. Candidates should demonstrate the ability to develop worship teams and provide practical musical direction.

Knowledge, Skills, and Gifts:

- **Spiritual and Relational Leadership:** Demonstrates spiritual maturity, humility, integrity, and the ability to inspire, shepherd, and unify worship teams across all campuses.
- **Musical and Creative Expertise:** Possesses advanced knowledge of music theory, composition, arranging, vocal direction, and band dynamics, with the ability to apply that knowledge to worship leadership and team development.
- **Visionary Leadership:** Brings a clear vision for worship ministry and the ability to translate that vision into effective services, healthy teams, and a unified worship culture.
- **Organizational and Communication Skills:** Demonstrates strong planning, collaboration, delegation, communication, and problem-solving skills within a complex, multi-campus environment.
- **Creative Development:** Contributes artistic insight to worship, production, media, and stage environments. Experience with songwriting, recording, or music production is beneficial but not required.

EMPLOYEE ACKNOWLEDGEMENT

I understand and acknowledge that my employment with Compassion Christian Church is "at-will," meaning it can be terminated by either party at any time, with or without reason, and with or without notice. This job description, along with any other provided documents, does not constitute an employment contract or guarantee of continued employment. I have read and understand the contents of this job description. I understand that it may be subject to change and does not alter my "at-will" employment status.

Reviewed with employee by

Signature: _____ Name (print): _____

Title: _____ Date: _____

Received and accepted by

Signature: _____ Name (print): _____

Title: _____ Date: _____