



**ROCK**  
C H U R C H

**JOB DESCRIPTION**

**Position:** Lead Worship Pastor

**Reports to:** Executive Creative Director

**Position Status:** Full-Time, Exempt

**Department:** Creative Services

**Effective:** January 2012

**Replaces:** All Previous

**Position Number:** RC-03-12

**Posting Date:** January 9, 2012

**1<sup>st</sup> Closing Date:** January 16, 2012

**Position Summary:**

The Lead Worship Pastor will be responsible for leading worship and working with the Music Director to integrate various styles of music that support the teaching of the Senior Pastor. The Lead Worship Pastor will also lead, develop and manage the Worship Department of the Rock Church to include recruiting, training, mentoring and developing worship leaders for other campuses in addition to Point Loma. The Lead Worship Pastor will report directly to the Executive Creative Director.

**Job Responsibilities and Duties:**

1. Strong knowledge and demonstrated skills with contemporary music and worship styles.
2. Musically proficient to be able to lead strong musicians and work alongside the Music Director.
3. Coordinates with the Executive Creative Director to ensure the continuity of music with message content.
4. Develops a long-range worship model in collaboration with the Music Director.
5. Establishes goals and standards for music and worship activities throughout the church, providing accountability and training when possible.
6. Creates a sustainable worship culture that upholds Rock Church core values and DNA.
7. Recruits, coaches, mentors, and equips other campus worship leaders throughout San Diego.
8. Partners with the larger Production/Creative teams to create Sunday experiences of worship that push creative boundaries and maximize the production resources of the Rock.
9. Responsible for maintaining strong connections to our 1825 population – helping build bridges between them and the Sunday experience.

The above summary of duties represents the major tasks and duties. This is not intended to be an exhaustive list of all responsibilities. Therefore, the individual may perform other related tasks under the direction of the Executive Creative Director.

### **Job Skills and Requirements:**

1. Bachelor's degree in a related field is preferred but not required.
2. At least three years of experience in leading worship in a paid or volunteer position.
3. Must have a strong knowledge of a wide variety of musical styles including rock, jazz, R&B, global, and gospel.
4. Visionary, progressive and creative; able and willing to shepherd and pastor the volunteers and contractors involved on Sunday.
5. Ability to communicate and establish effective working relationships with all levels of people.
6. Must possess solid management skills and work efficiently and effectively in team situations, as well as the ability to work independently.
7. Demonstrated ability to be creative, detail orientated, flexible, and decisive.
8. Strong organizational skills and ability to coordinate work, set priorities and motivate others.
9. Identifies, analyzes and resolves problems in a timely manner.
10. Ability to work in a high volume environment while maintaining solid productivity and quality of work.

### **Employee Expectations:**

1. Christ-centered behavior at all times. i.e. treating people with dignity, respect, compassion and integrity.
2. For all grievances, follow Matthew 18 and Ephesians 4:15.
3. Proactive participation in the Rock Governance system.
4. Successful completion of both a background and reference check.
5. Pleasant and professional personality and appearance.
6. Regular attendee of a Rock Weekend service.
7. Regular involvement in Rock Church activities, ministries and events.
8. Attendance at all mandatory meetings (and events, as needed).
9. A tithe of 10% to the Rock.
10. Signed acknowledgement of the Rock Church Statement of Faith.
11. Adheres to policies and procedures as stated in the Rock Church employee handbook.
12. Registered and active in the Rock A.R.M.Y.

### **Physical Requirements**

Ability to function independently and ability to speak. Physically able to lift up to 25 lbs (with or without assistance). This position also may require long periods of standing up and walking.

### **Employment At-Will:**

All employees of The Rock Church are at-will, and as such, are free to resign any time without reason. The Rock Church likewise, retains the right to terminate an employee's employment at any time with or without reason or notice.

Nothing contained in this job description or any other document provided to the employee is intended to be, nor should it be, construed as a guarantee that employment or any benefit will be continued for any period of time. Any salary figures provided to an employee in annual or monthly terms are stated for the sake of convenience or to facilitate comparisons that are not intended and do not create an employment contract for any specific period of time.

No manager, supervisor or employee of the Rock Church has any authority to enter into any agreement for employment for any specified period of time or to make any agreement for employment other than at-will.