



JOB DESCRIPTION:

WORSHIP PASTOR/DIRECTOR

Job Classification: Full-Time, exempt

Compensation: TBD based on experience

SUMMARY: The Worship Pastor/Director will help the Well Austin accomplish its vision and mission by facilitating and equipping God's people to whole life worship in response to the glory and beauty of God through expression in music, arts, and liturgy. The Well's worship will be holistically diverse and serve as an equipping ministry by blessing The Well in aiding to produce passionate followers of Jesus and blessing other multi-ethnic churches and church plants through our resources and development. The Worship Pastor/Director will focus on raising up diverse volunteers with diverse sound/style, training and reproducing leaders for future multiplication, discipleship, and other pastoral care elements, as they help shepherd our church family into greater and greater Christlikeness mainly through the means of worship.

OUTCOMES AND RESULTS – SUCCESS IN THIS POSITION WILL RESULT IN:

1. Worship Team are fully equipped and able to accomplish functional team roles, while being emotionally and spiritually healthy. Team must be established and able to lead Sunday worship gatherings and church events with superior quality.
2. Systems and processes are set in place to better facilitate Sunday gatherings and church event programming + worship.
3. Vetting, onboarding, and reproduction of worship leaders, band members, with the necessary skill set to lead effectively at The Well and be “sent” to The Well's church plants over time.
4. Members at The Well, specifically those on the worship team, are discipled and cared for, nurturing their spiritual life and development
5. Teammates are managed and led to further advance the mission of The Well while providing additional oversight to others as needed.

MAJOR RESPONSIBILITIES AND ACTIVITIES:

1. Primary director and overseer of the quality and direction of worship music at The Well.
2. Primary leader of worship music for Sunday gatherings, worship and prayer nights, and other worship events pertaining to The Well.
3. Shepherds worship team members to disciple and assists in growth as musicians, singers, and leaders with specific intent of reproducing worship leaders for various Well church plants.
4. Oversee vetting, training, and development of new Worship Teammates.
5. Provides weekly feedback (positive + critical) to effectively lead the worship team and create a culture of excellence and enjoyment.
6. Maintains Worship budget to ensure the team stays within budget.
7. Participates in pastoral training, leadership development, and biblical exegesis as needed.
8. Assumes responsibility or works to appropriately delegate responsibilities of worship
9. Creates structures, systems, and processes for worship team that are reproducible and lead to effective gatherings and events with superior quality.
10. Lead out in emotional and spiritual health in all areas of ministry.
11. Other duties as assigned by the ministry manager.

REQUIRED KNOWLEDGE, SKILLS, ABILITIES, AND QUALIFICATIONS:

1. Works well with a team and desires to be a family first, before an organization.
2. Thinks creatively and artistically with a desire to not be complacent or settle for mediocrity. Aims for high excellence.
3. Desires to not only play music, but shepherd a developing and budding movement of worship from The Well.
4. Sees and understands worship is not just Sunday music but it is a way of living, honoring, and glorifying God.
5. Lives above reproach biblically and committed to keeping The Well's Team Covenant.
6. Has sufficient experience, skill, language, and knowledge to lead Worship and Production Teams to develop superior quality programming.
7. A sincere love for ALL people far from God, and a deep desire/conviction to see them enter into the Family of God.
8. A heart for the local church, & conviction of the church's importance in reaching the lost, equipping the saints, & glorifying God.

9. Ability to disciple and develop leaders within The Well's concept of spiritual formation.
10. Maintains an astute critical eye in order to continue to improve quality of sound and programming at The Well.
11. A self-motivated person who's proactive and anticipates problems, sees needs and opportunities to grow, and finds solutions.
12. Proactive about and anticipates what is ahead & takes steps to solve potential problems before they arise.
13. Actively looks for ways to help The Well grow holistically.

CULTURE:

1. Actively participating in the life of The Well by attending weekly gatherings, upholding the core beliefs and values, joining a community group, and living out the mission of the Well.
2. Theologically aligns with the core beliefs of The Well and becomes a church member within 3 months of hire (if not already a member).
3. Adhering to the Team Covenant and sees themselves as an owner of the mission, vision, values The Well upholds.
4. Works well with a team and desires to be a family first, before an organization.

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