

COMPASSION CHRISTIAN CHURCH JOB DESCRIPTION

Position Title	Department	Reports to
Worship Leader/Pastor	Campus Development	Midway Campus Pastor
Employment Status	FLSA Status	Effective Date
<input type="checkbox"/> Temporary <input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time	<input type="checkbox"/> Non-Exempt <input checked="" type="checkbox"/> Exempt	2.2026 – 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 Midway Worship Leader will advance Compassion Christian Church's mission by leading a vibrant, multi-generational worship ministry: facilitate practices, recruit/train/disciple volunteers, and create a welcoming worship environment. Collaborating with the Campus Student Pastor and Central Worship Pastor, the role integrates student teams into services, develops student-focused programming, manages related event logistics, and supports campus and central worship initiatives with a focus on excellence.

ESSENTIAL DUTIES & RESPONSIBILITIES

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

- **Worship Leadership & Services Oversight (RW, E4, W/M):** Lead and a develop multi-generational worship ministry—facilitate practices, curate song sets, equip vocalists/musicians/leaders, lead services across Adults/College/Students, attend central meetings, and support major events (NLLC, Praise Services, Journey).
- **Student Worship Development, Discipleship & Events (GC, E4, W/M):** Partner with Student and Central Worship Pastors to recruit, train, mentor, and disciple student worship/production teams; co-design student-focused programming (songs, themes, transitions, media) and manage logistics for camps, conferences, and student events with attention to detail.
- **Volunteer Culture, Scheduling & Communications (RW, W/M, E4):** Build and sustain a volunteer worship culture—recruit, onboard, train, retain, schedule, and communicate; maintain databases to ensure organized staffing for services and events.
- **Collaboration & Central Support (E4, GC):** Collaborate with other campuses and Central Worship to unify practices, share resources, and support cross-campus initiatives and events.
- **Facilities & Campus Partnership (W/M, RW):** Advise Campus Pastor on facilities and long-range worship needs; serve supportively to complement campus pastoral leadership.
- **Additional Responsibilities (E4, W/M):** Perform other assigned pastoral and departmental duties at the campus, Central, and community levels; this description is not exhaustive.

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.
- Consideration will be given to candidates with extensive experience and demonstrated proficiency in ministry leadership, specifically in worship

Experience:

- A minimum of three (3) years of experience leading contemporary, relevant worship, recruiting and developing teams, and a track record of excellence

Knowledge, Skills, and Gifts:

- **Spiritual Character:** Deep commitment to Christ-like values, demonstrated through actions and decisions. Ability to maintain confidentiality and exhibit integrity in all interactions.
- **Ministry Leadership & Volunteer Development:** Proven ability to lead and cultivate vibrant worship ministries while recruiting, training, and discipling volunteers or ministry leaders across diverse age groups and community members.
- **Relational Skills:** Exceptional interpersonal abilities to build strong relationships with individuals and teams. Effective verbal and written communication skills that facilitate connections with people from various backgrounds.
- **Organizational & Administrative Skills:** Strong organizational, problem-solving, and time-management skills. Proven experience managing multiple projects and priorities efficiently, including effective scheduling and database management.
- **Collaborative Approach & Event Coordination:** Ability to work closely with other ministry leaders, including campus and Central department staff, to enhance worship experiences and execute impactful events by managing resources and logistics effectively.

EMPLOYEE ACKNOWLEDGEMENT: I 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 cause or notice. This job description does not constitute an employment contract, may change, and does not alter my "at-will" status.

Reviewed with employee by: _____ Date: _____

Employee Receipt and Acknowledgement: _____ Date: _____