



Fearless Family of Churches

Cultivate | Ridge Point | Third Coast

Following **Jesus** and Fearlessly Making Him Known

Position Description

Title: Cultivate Worship Director/Pastor

Salary Level: VI

Leadership Development: Ministry Leader

Reports to: The Cultivate Worship Director/Pastor will report to the Cultivate Lead Pastor

Function: The Cultivate Worship Director (WD) is responsible for implementing the overall creative and artistic Fearless worship culture, at Cultivate Community Church. The WD will train and develop a system for worship leaders, vocal support, technical and band participants in collaboration with network level Worship Pastors and their teams. The WD will maintain the established network-wide worship standards and coach worship leaders at their network church to ensure a high level of excellence and authenticity.

Hours: Exempt-Full Time, Salaried; Exempt employees are those who are regularly scheduled to work FN's full-time schedule. Salaried exempt employees will receive the same weekly salary regardless of the number of hours worked. It is expected, however, that such employees will work an average of [50] hours per week.

Responsibilities:

Worship Culture and Structure

- Coordinate the development of worship sets for each service and coordinate necessary logistics (eg. compiling music packets, technical and vocal support)
- The WD develops, organizes and directs volunteer musicians and arranges and coordinates music
- Coordinate music for special productions as needed, including arranging and recording
- Provide creative oversight and logistic leadership for the service planning team
- Ensure the rehearsal and direction of weekend bands
- Provide for music arrangements as needed, including vocal charts

Technical

- Recruitment and training of tech volunteers
- Fulfilling, or developing and delegating, the role of Director/Producer on the weekends
- Ensuring that tech, sound and monitor checks are handled in an organized manner

Developing Worship Leaders, Vocal, Technical and Band Members

- Is passionate about using the creativity and talents of the instrumentalists, vocalists and worship leaders for the Kingdom
- Responsible for creating a system and structure where vocalists, band and technical participants (i.e. students & adults) are encouraged to develop their gifts and use them in various places throughout the ministry (i.e. Student Ministry, Weekend Gathering)
- Coordinate a system that provides for the recruitment, auditioning and development of all volunteer musicians (band, vocals, worship and technical leaders).
- Encourage and coach creativity and artistic Christ-centered expression in the development of artists, vocalists and musicians

Worship at Network Churches

- Collaborate with other Fearless Network Churches to ensure synergy and connection
- Collaborate with Worship Pastor (Network) and other worship teams for creativity and asset sharing

As a staff we value:

- **Christ In You, Then Through You:**
Be transformed by who you are in Christ in a way that moves you to transform and bring health to your relationships and environments
- **Stronger Together:**
Become stronger together by forming authentic relationships founded on trust.

- **Live The Vision:**
To embody the Ridge Point DNA in a way that fosters a culture of Kingdom minded disciple makers
- **Pray Like It Depends On God:**
Constantly engage in effective prayer for the health and direction of the ministry and the advancement of the Kingdom.
- **Work Like It Depends On Us:**
Work in such a way that God would claim it as His own.
- **Pursue Innovation and Embrace Change:**
Thinking through new ideas and risking failure so that we are continually improving.

Experience:

- BA in related field (e.g. instrumental music, music education, etc.) or equivalent experience
- Minimum of 3 years experience in being part of a worship team or worship band
- Minimum of 1-year experience in leading worship
- Member or willing to complete Rooted and become a member of Cultivate Community Church within 6 months of employment

Having reviewed this position description, I agree that it accurately reflects my new responsibilities and understand my next performance review will be based on the above criteria.

Signature _____ **Date** _____