

# LAFAYETTE WORSHIP PASTOR

Flatirons Church | Worship Department

## REPORTS TO:

Worship Director

## CLASSIFICATION:

FULL-TIME//SALARY//PASTORAL//ON-SITE //INCLUDES HOLIDAY, WEEKEND, AND EVENING HOURS.

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## WHY THIS ROLE MATTERS

Flatirons isn't just another church, and this isn't just another job. We're building something that demands attention and drives action. If you have a desire to help build a "No Matter What, No Matter Where" culture that inspires others to follow Jesus, we want to hear from you.

### RAW AND REAL. FUN. INNOVATIVE

Flatirons Church isn't looking for just another Worship Pastor. We're seeking a talented worship leader; specifically, we're looking for an excellent, humble, and people-oriented Worship Pastor. Someone who is passionate about creating raw, real, Spirit-led experiences where people can bump into Jesus. As the Lead Worship Pastor at our Broadcast Campus, this person doesn't just lead songs, they lead people and usher the church body into the presence of God. They set the tone for worship culture at our most visible campus while investing in the broader Flatirons worship ministry as a key member of the Support & Development worship team.

This role will lead and pastor the worship team at the Lafayette (Broadcast) Campus while partnering with the Worship Director and Support and Development team to shape the spiritual and creative direction of worship across all Flatirons campuses. This role exists to build healthy teams, foster a unified worship culture, and create excellent, Christ-centered worship experiences that reflect the heart and vision of our church.

We're not looking for someone chasing the spotlight. The right leader for this role isn't impressed by the allure of a stage, but instead they're drawn to the presence of God. They understand that worship isn't about being seen, it's about helping others see Jesus and experiencing the Holy Spirit in worship. We want someone who feels passionate about discipling others, celebrating wins as a team, and can hold loosely to ego so they can hold tightly to our mission.

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## WHAT YOU BRING

### PERSONAL QUALIFICATIONS:

- Submits your life to God and the authority of His Word.
- Model a commitment to developing the character of Christ.
- Understand and support Flatirons' vision and values; filters decisions through that lens.
- Embrace key values integral to Flatirons staff culture: integrity, honor, mission.



- Exemplify qualities core to Flatirons DNA: humility, vulnerability, authenticity, humor.
- Willingness to take calculated risks or try unconventional ideas to yield impactful results.
- Committed to continual growth—spiritual, personal, and professional—and invests in the growth of others
- Uses humor and relational connection to lead well and build a strong team culture.
- Agreement with the Flatirons Community Church Staff Lifestyle Covenant.

## PROFESSIONAL QUALIFICATIONS:

- Must be ordained, licensed, or commissioned by a recognized body or denomination.
  - 7+ years of staff worship leadership experience.
  - Excellent vocal ability with strong musical/instrumental proficiency.
  - Strong stage presence and communication, both musically and pastorally.
  - Ability to lead bands and develop musicians spiritually and musically.
  - Expertise in music theory and hearing/coaching vocal harmonies.
  - Proficient in DAWs (Ableton, ProTools, Logic) and church management software (PCO, Teams, etc.)
  - Skilled and able to contribute to songwriting and creation of original music.
  - Experience leading teams, building systems, and developing culture.
  - Strong work ethic and a commitment to creative excellence.
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## WHAT YOU'LL DO

- Serve as the primary worship leader at the Lafayette (broadcast) Campus
  - Lead weekly services, including rehearsals, run-throughs, and debriefs
  - Cultivate and protect worship culture that aligns with Flatirons' vision and values
  - Pastor, disciple, and care for worship volunteers and contractors
  - Spot, recruit, onboard, and develop musicians and worship leaders
  - Partner with the Campus Pastor to create a healthy, thriving campus environment
  - Maintain PCO systems: scheduling, charts, tracks, communications, etc.
  - Partner with the Campus Production Manager/Lafayette Staff to ensure high-quality worship experiences
  - Work closely with the Worship Director to set worship vision and direction across Flatirons
  - Contribute to worship song planning, team-wide discipleship, and worship culture development
  - Partner with the Worship Resource Manager and Music Director on special projects, studio work, and cross-campus content
  - Participate in and help lead S&D Worship meetings, retreats, and initiatives
  - Set the standard for musical excellence, spiritual leadership, and team culture across all locations
  - Participate in pastoral and ministry opportunities at the campus as needed
  - Other duties as assigned by the S&D Worship Director
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## COMPENSATION & BENEFITS:

- **STARTING SALARY** \$90,000 - \$95,000 – We recognize the value of your skills and dedication as we work together to bring the awesome life of Christ to a lost and broken world. Our salary range is designed to reflect your expertise and commitment to our mission.
- **HEALTH COVERAGE** – Enjoy peace of mind knowing you're covered. We offer 100% paid Health, Dental, and Disability Insurance for you and your family through Flatirons. You can also customize your coverage with optional buy-up options, including voluntary insurance coverages, ensuring you're supported in every aspect of life.
- **TIME OFF** – We believe in the importance of rest and renewal. You'll receive 3 weeks of Paid Time Off (PTO) each year to recharge, plus an extra week after Christmas services so you can truly unwind and spend time with loved ones.
- **RETIREMENT** – Your future matters as we work together to share Christ's love. Take advantage of our 403(b)-retirement plan with a generous matching contribution of up to 10% of your salary, so you can plan for tomorrow, today.
- **ACADEMY DISCOUNT** – We're committed to your growth of and the growth of your family. That's why we offer a tuition discount at Flatirons Academy to develop your kids' faith and knowledge.