



Job Title: Worship Leader
Location: Austin, TX
Department: Creative Arts
Reports To: Pastor of Creative Arts
FLSA Status: Full-time, Exempt

Job purpose

To inspire a culture of Spirit-led worship that draws people into the presence of God. Serving alongside the Senior Pastor, leading the congregation with humility and purpose, creating excellent worship experiences that are both personally transformational and deeply communal.

Duties and responsibilities

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Worship Leadership & Planning

- Lead worship with excellence, authenticity, and spiritual sensitivity.
- Curate and arrange worship sets that align with the weekly message and create space for God to move.
- Be attuned to the Holy Spirit and lead worship in a way that invites the congregation into meaningful encounters with God.
- Manage annual budget and resources, along with quarterly and annual goals for the worship ministry.
- Oversee the maintenance and organization of worship equipment and instruments, ensuring stage readiness.

Team Development & Culture Building

- Recruit, develop, and disciple volunteer musicians and vocalists.
- Cultivate a ministry culture rooted in humility, joy, excellence, and spiritual growth.
- Provide spiritual and relational leadership to the worship team, including prayer and mentorship.
- Fulfill the role of Music Director on Sunday mornings.
- Attend weekly meetings for Creative Arts team.

Collaboration & Church Integration

- Work in partnership with the Senior Pastor to shape services and special events.

- Collaborate with Creative Arts team, and other staff and ministry leaders to support church-wide goals and initiatives.
- Actively get to know and engage with members of the congregation to foster relational ministry and ensure worship remains connected to the life of the church.

Student Worship & Special Events

- Assist the student ministry in developing and mentoring a student worship team to empower the next generation of worship leaders.
- Lead worship for church events, retreats, nights of worship, and special events as needed.

Skills and Qualifications

Spiritual and Personal Qualifications

- A mature follower of Jesus with a life marked by integrity, humility, and a love for people.
- Attuned to the Holy Spirit, both in personal life and public ministry.
- Emotionally intelligent and relationally approachable—someone who builds trust and draws others into relationship.

Musical and Leadership Competencies

- A gifted vocalist and skilled instrumentalist (guitar or piano preferred) who seeks to perform with excellence.
- Proven experience leading worship in a contemporary, congregational setting.
- Ability to build teams, raise up leaders, and create a reproducible ministry model.
- Comfortable with worship planning tools (e.g., Planning Center Online) and presentation software (e.g., ProPresenter).

Relational and Team-Oriented

- Advocate for the mission, vision, and values of ACF.
- Willingness to partner as a co-laborer with other leaders and staff, not as a performer or solo visionary.
- Prioritizes relationships—getting to know the congregation and worship team members on a personal level.
- Lives out their faith with integrity, values collaboration, and genuinely cares for people.
- Shepherd others by lovingly leading and coaching with wisdom and discernment.
- Excellent communication skills with the ability to self-motivate and self-manage with a high level of competency and standards.
- Teachable, responsive, and respectful.

Working conditions

This job operates in a clerical office setting. This role routinely uses standard office equipment such as computers, phones, and photocopiers.

Physical requirements

Light work: Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly to move objects.

Direct reports

none
