

Worship Pastor

Reports to: Executive Pastor of Discipleship

Status: Full-time

Who we are

Door Creek Church (DCC) is an EFCA multi-site church in Madison, Wisconsin. ***By God's grace, we desire to be a Christ-centered church for all people, where the power of the gospel is continually transforming lives, renewing our city and changing the world.***

Our Sprecher Road Campus (SRC), has an average weekly attendance of ~1000 people. We are excited to welcome the next member of our pastoral team! This position is open to men and women.

Position Summary

The Worship Pastor will be responsible for the overall leadership of the worship ministries at the SRC. While championing DCC's DNA, he or she will work with the Worship Arts team to make disciples who are devoted followers of Christ. There are three primary responsibilities:

1. **Oversee the Worship Ministries of the SRC**
2. **Develop and Lead the Worship Teams of the SRC**
3. **Collaborative and Pastoral Leadership of the DCC family**

Responsibilities

Oversee the Worship Ministries of the SRC

1. The Worship Pastor will be the primary planner/coordinator/leader of DCC's corporate worship life by:
 - a. Planning the weekend order of worship (songs, prayer times, readings, etc.) for our two weekend services.
 - b. Coordinating with those who participate in the weekend service (announcements, missionary visits, ministry leader testimonies, etc.).
 - c. Collaborating with other key Worship Arts staff including our Creative Director, Chapel Director, Campus Worship Directors and others (this pastoral position has dedicated admin support).
 - d. Leading/supporting other worship needs or ministry events (Celebration Sunday, outdoor baptism, worship nights, etc.).
2. The Worship Pastor will lead in such a way that:
 - a. Congregational singing is highly valued. This includes attention to the key and range, song selection and leading in such a way that people are drawn to participate in worship and not just experience worship.
 - b. Worship sets will include songs that have robust theology as well as an "abide in Christ" intimacy. This gospel-centered emphasis will include songs that focus on who God is and what God has done as well as who we are and how we respond.
 - c. Scripture is incorporated as a way to magnify the Word-centeredness of worship.
 - d. Rhythms of evaluation strengthen the worship team and the worship service.

Develop and Lead the Worship Teams

1. The Worship Pastor will lead the worship volunteers spiritually and will develop a culture of discipleship and Christ-centered friendships. He or she will lead as a shepherd, regularly including a devotion and times of prayer in meetings and practices.
2. The Worship Pastor will identify, recruit and audition worship musicians and vocalists who have an authentic faith in Jesus. The extra effort that goes into both incorporating a broad range of instrumentation and developing adolescent musicians and vocalists is valued. Through inviting, praying, coaching and evaluating, he or she will create an environment where worship team members are valued, developed, resourced and released into well-fitting roles.
3. The Worship Pastor will schedule worship volunteers. We currently use Planning Center to distribute the service worship plans and resources so teams are well-prepared.
4. The Worship Pastor will look for worship ministry conferences or trainings to develop the team or key members of the team.

Collaborative and Pastoral leadership of the DCC family

1. The Worship Pastor will be a valued member of our Ministry Leadership Team. Cross-ministry collaboration, mutual ministry sharpening and Christ-centered friendships are the secret sauce of this vital team of leaders.
2. The Worship Pastor will have opportunities to shepherd and care for the entire church family beyond the scope of Sunday mornings in ways that are well-fitting and fruitful.
3. The Worship Pastor will be responsible for coordinating musicians and vocalists as needed for funerals and weddings.
4. The Worship Pastor will share responsibility for aesthetic and design elements of our worship space.

DCC cares about the spiritual health of its leaders. While the primary responsibility for soul care rests with each individual leader, DCC nurtures this value by having the expectation of taking a monthly spiritual retreat day for all full-time staff and by providing a generous Sabbatical policy.

Qualifications

Character

1. The Worship Pastor must have an authentic and growing relationship with the Lord, practicing the spiritual habits that we desire to reproduce in our ministry.
2. The Worship Pastor must have the heart of a shepherd, leading people with grace and truth toward Jesus.
3. The Worship Pastor must be a self-starter who functions well in a variety of environments and possesses a strong work ethic.
4. The Worship Pastor must be teachable, humble and growing in the fruit of the Spirit.

Education and Experience

1. Seminary or special training in ministry is preferred, being a lifelong learner is a necessity! (We have certain core biblical/theological coursework we expect our pastors to have completed; we can supplement to fill in gaps as needed.)

2. Experiencing God's grace, restoration and growth through difficult personal circumstances is invaluable to shepherding God's people.
3. At least 3-5 years' experience in a church leadership role is preferred.
4. Aligned with the EFCA Statement of Faith, credentialed (or desiring to be), by the EFCA.

Practical Skills

1. The Worship Pastor should be a talented vocalist and musician who can lead in multiple genres at a consistent and high level.
2. The Worship Pastor should be highly relational and approachable, able to connect with people from all walks of life.
3. The Worship Pastor should have strong organizational and time management skills.
4. The Worship Pastor should have a proven track record of recruiting and developing worship leaders.

To apply for this position, please send a resume with cover letter as well as links to examples of your worship leading to candidates@doorcreekchurch.org.