



Worship Pastor – RiverCross Church

Job Dimensions

The full-time Worship Pastor will lead and develop teams of volunteers to help RiverCross Church carry out its mission of making disciples of Jesus Christ. A central expression of this mission is the weekly gathering of our church community for worship, teaching, prayer, and fellowship.

This role will provide spiritual and creative leadership for Sunday worship, equipping and releasing volunteers to use their gifts in worship leading, music, prayer, and technology. Through thoughtful planning and pastoral care, Sunday services will encourage and form our congregation as we go out into our city to serve in the name of Jesus.

Core Values for the Role

- **The Church Leads the Church**

The Worship Pastor will be a gifted leader who identifies, develops, and equips others; worship leaders, musicians, and technical volunteers, so that ministry is shared across the body.

- **Beautiful Community**

Our congregation reflects a diversity of ages, cultures, economic backgrounds, and traditions. Sunday worship should be welcoming and accessible, reflecting this diversity and fostering a sense of belonging.

- **Spiritual Formation**

Corporate worship is a primary space for spiritual formation. Careful attention will be given to song selection, prayers, language, and the flow of the service so that worship shapes hearts, minds, and habits. Worship is not entertainment but participation in God's transforming work.

- **Technology in Service of Worship**

We seek to steward sound, lighting, livestreaming and projection well to support meaningful and engaging worship gatherings.

- **Pastoral Presence**

This is a pastoral role that includes participating in the care of the congregation.

Requirements

- Theological education (MDiv preferred)
- 5–10 years' experience leading worship teams in a medium to large congregation
- Proficiency leading worship with at least one musical instrument
- Experience working with volunteer teams

Key Responsibilities

Plan Sunday Worship

- Collaborate with the Senior Pastor to develop long-term themes and service plans
- Coordinate with volunteer worship teams to plan each Sunday gathering
- Ensure there are well trained volunteers in place for sound, lights, projection, and live streaming.
- Communicate clearly with all participants to ensure alignment and smooth flow
- Prepare and submit an annual music and worship budget to the Finance Committee by September 30

Recruit and Develop Volunteers

- Recruit, mentor, and train:
 - vocalists and worship leaders,
 - instrumentalists
 - technical ministry volunteers (sound, projection, lighting, livestreaming)

Pastoral Responsibilities

- Participate in limited visitation as part of the pastoral team
- Support and provide music for weddings and funerals as requested

Relationships

The Worship Pastor reports directly to the Senior Pastor and works in collaboration with the Board of Deacons. An annual review will be conducted by the Board of Deacons.

Skills and Attributes

- Strong theology of worship

- Ability to lead, develop, and equip volunteers effectively
- Working knowledge of sound systems, projection, livestreaming and lighting
- Humility, spiritual maturity, and a servant-leadership posture
- Strong interpersonal and communication skills

How To Apply

If you are interested in this ministry opportunity, please send a cover letter and resume to Melissa Hetherington, Chair Pastoral Search Committee at Rivercrosschurchresumes@gmail.com. We will be accepting resumes until March 30, 2026.