



Title: Worship Pastor

Department: Arts

Reporting Structure: Campus Pastor

Positions Supervised: None

FLSA Status: Exempt

Summary of Position

The Worship Pastor is a pastoral leadership position that grows a multiplying number of worship/music volunteers who lead across the entire Campus.

Primary Responsibilities/Functions:

- Oversee the leadership and execution of all aspects of worship and music at the Campus including Inspire Services, Worship Nights (i.e. 3rd Wed), Leadership Community, Next Gen and special ministry events.
- Use the COACHing model to raise up, shepherd and equip a team of volunteer musicians and worship leaders to execute Sundays at the Campus with the goal to for grow and expand in each worship and musician role.
- Manage and pastorally lead all worship and musician staff/contractors and volunteers at the Campus.
- Responsible for the implementation of music, worship, and pastoral moments of the Inspire services created by Campus Services Creative Team.
- Responsible for moving all volunteers in Worship, Music, Hospitality and Stage along the Clear Simple Path from Serving to Lifegroups.
- Responsible for creating and leading (through volunteer leaders), a multiplying number of Lifegroups to move volunteers toward maturity.
- Oversee a Campus Music Network to reach and connect musicians at the Campus. This Network should host special events (i.e. workshops and training for musicians and worship leaders).
- Lead the Campus with a Jesus-centered and Gateway-centric view to be a unified church holding to the Decisions, Discussions, Diversities and to guard against a “we’re different” or “we’re better” Campus-centric view.

Secondary Functions:

- May participate on the Campus Services Creative Arts Team.
- Lead the hospitality team and stage volunteers as needed at the Campus.
- Assist other campuses as needed.

Desired Qualifications/Skills

- Must have strong proficiency in worship and production with (preferably) 3 years leading worship in an artistically advanced performance venue/church
- Must be flexible and able to make changes on the fly since songs and arrangements may need to be changed on the day of performances or during rehearsals
- The ability to lead professional level musicians
- Must have good music sensibilities and “get” the Austin music vibe and culture
- Proven experience pastoring, leading, and training staff and/or volunteers
- Bachelor’s degree or equivalent preferred.

Working Conditions and other information

- Sunday through Thursday schedule with added responsibilities for holidays and special events as assigned
- Required Tuesday morning attendance (alternating Life Group/All Staff meetings)
- Easter- all hands-on deck for Saturday/Sunday services and events
- Christmas- all hands-on deck for our Christmas services
(See Holiday Policy in the employee handbook for more information)
- Annual All Staff Retreat- Attend our two day All Staff Retreat. Dates are subject to change but typically fall on a Monday/Tuesday mid-May
- Superbull- all hands-on deck for Saturday/Sunday services during Superbull
- Attend all functions that we require of our Commissioned Core (i.e. Leadership Community, etc.)

Equal Employment Opportunity has been, and will continue to be, a fundamental principle at Gateway Church, where employment is based upon personal capabilities and qualifications without discrimination because of race, color, sex, age, national origin, disability, pregnancy or any other protected characteristic as established by law.

As a religious institution, it is important that all employees of Gateway Church practice the same beliefs of the church. We therefore reserve the right to exercise this bona fide occupational qualification (BFOQ) in determining which applicants are best suited for positions at our church.

This policy of Equal Employment Opportunity and the related BFOQ applies to all policies and procedures relating to recruitment and hiring, compensation, benefits, termination and all other terms and conditions of employment.