



agapé city
CHURCH

Worship Pastor | Agapé City Church

(Worship and Creative Arts)

MINISTRY AREA: Worship and Creative Arts

REPORTS TO: Executive Director

JOB STATUS:

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| ☒ Exempt (not eligible for overtime) | ☐ Non-Exempt (eligible for overtime) |
| ☒ Full Time (30 or more hours/week) | ☐ Part Time (Less than 30 hours/week) |
| ☐ Hourly | ☒ Salaried |

JOB DESCRIPTION

Summary / Objective

The Worship Pastor provides pastoral, musical, and creative leadership for Agapé City Church's worship ministry and weekend service environments. This role carries responsibility for worship outcomes, team development, and service preparation, while personally leading worship during weekend services.

At ACC, worship is a God honoring and reverent response to who God is, expressed with joy, confidence, and life. The Worship Pastor leads environments that are invitational and safe, celebratory and encouraging, grounded in truth over manufactured moments. This role sets the tone of the room with clarity and conviction, leading as a thermostat rather than a thermometer, and ensures worship remains expressive, sincere, and theologically centered.

This role oversees worship and production/tech teams, executes and oversees agreed creative direction for service environments, and coordinates with contractors for outsourced creative

work, while maintaining the ability to execute less involved creative tasks as needed. The Worship Pastor serves as a pastoral presence within the church and participates in broader pastoral responsibilities as assigned.

General Job Duties

- Serve as a pastor and spiritual leader within the worship ministry, modeling theological clarity, humility, and maturity from platform and backstage.
 - Plan and lead weekly worship services, including song selection, service flow, rehearsal leadership, and musical direction, in alignment with ACC's worship philosophy and teaching calendar.
 - Lead worship vocally and instrumentally, with the ability to command a worship space independently when necessary.
 - Teach and reinforce scriptural truth within worship moments, helping the congregation understand and respond to the meaning of what is being sung and expressed.
 - Discern lyrical and theological content with care, prioritizing truth, doctrinal alignment, and pastoral wisdom over trends or popularity.
 - Maintain a minimum six-week planning horizon for worship services to ensure clarity, preparation, and team health.
 - Recruit, train, develop, and shepherd worship and production volunteers, raising leaders rather than creating dependency.
 - Provide oversight and leadership for production and technical ministry, including audio, lighting, stage design, and in-service video support, with sufficient technical knowledge to lead teams and troubleshoot at a leadership level.
 - Establish and maintain systems that support consistent, prepared, distraction-free weekend environments without reliance on last-minute effort.
 - Provide creative direction for visual and environmental elements that support worship, including lighting, stage design, and screen content.
 - Coordinate with contractors and vendors for outsourced larger video production, ensuring clarity, timelines, and alignment with ACC culture and brand.
 - Execute or oversee smaller creative projects as needed, including basic video editing or media preparation, consistent with role priorities and capacity.
 - Support seasonal services, special events, and church-wide gatherings through worship and production leadership.
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Essential Functions

- Build relationships with and disciple worship and production team members, cultivating spiritual health, ownership, and growth.
- Serve as a member of the pastoral staff, participating in baptisms, hospital visits, and pastoral support as assigned and appropriate to role capacity.

- Develop and steward the annual worship and creative arts budget with clarity and responsibility.
 - Participate in staff meetings, planning meetings, and collaborative leadership forums.
 - Receive feedback with humility and a growth mindset, adjusting leadership and execution as needed for the health of the ministry and church.
 - Perform other duties as assigned, consistent with the scope and responsibilities of the role.
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Essential Competencies

- Biblically grounded pastoral leadership
 - Strong musical ability and musical direction proficiency
 - Ability to lead worship vocally and instrumentally
 - Discernment of theological and lyrical integrity
 - Creative mindset paired with disciplined preparation
 - Technical understanding sufficient to lead production teams effectively
 - Organizational clarity and reliable planning habits
 - Emotional maturity, humility, and receptivity to feedback
 - Cultural alignment with Agapé City Church and the community
 - Faithful stewardship of people, time, resources, and equipment
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Required Education, Experience, and Membership

- Demonstrated experience leading worship and building teams in a local church context
- Doctrinal and missional alignment with Agapé City Church, including baptism theology
- Engaged member, or willing to become a member, of Agapé City Church
- Willingness to support and submit to the leadership established by the church

ACC Worship Philosophy

At ACC, worship is a God honoring and reverent response to who God is, expressed with joy, confidence, and life. We honor the Bride of Christ by cultivating a worship environment that is celebratory, upbeat, and encouraging, grounded in truth over manufactured moments. Our worship is invitational and safe, welcoming people at every stage of faith while remaining mature, confident, and theologically centered. We lead the room with clarity and conviction, acting as a thermostat rather than a thermometer, setting the tone rather than reacting to it. We value reverence without heaviness and joy without gimmicks, believing worship should be expressive, sincere, and deeply respectful of the people in the room, and most importantly, of God.