



Job Description

Title: North Campus Worship Leader
Arts

Ministry: N. Campus Worship

Reports To: N. Campus Lead Pastor

Classification Grade: T-4

FLSA Status: Non-Exempt – Pastoral – Not Ordained

Approved By: Human Resources

Prepared By: Torin Browning

Approved Date: 10/18/18

Hours per week: up to 29 hours per week

Essential Organizational Core Values

- **As an Individual Leader:** The **North Campus Worship Leader** is responsible for taking the leadership of all ministry functions they oversee. Live out RLM's Organizational Core Values and 7 Ministry Essentials personally and ensure their leadership and oversight of the ministries they oversee also embody and are living out RLM's Organizational Core Values and 7 Ministry Essentials. Responsible for the effective execution of the Essential Job functions of this role as detailed below.
- **As a Team Member on the Worship Arts Team and RLM Staff Team:** The **North Campus Worship Leader** has a responsibility to collaborate as a team member on their immediate team as well as the RLM Staff Team as a whole to accomplish church wide objectives and goals as well as **Worship Arts Department** team objectives as well as goals for their immediate team. They are responsible for removing obstacles that would hinder collaboration and cooperation across different ministries.

Job Summary

As a North Campus Worship Leader, this individual will lead Worship in Music to create a worship experience where people are drawn into the presence of God through weekend services at the North Campus and other events using a team of volunteers. This position will operate under the North Campus Lead Pastor and alongside the Music Pastor and Operations Manager of the Post Falls Campus in the Shepherding and Leadership of Volunteers, supporting the direction and initiatives for the teams and providing campus integration.

The North Campus Worship Leader will, as well, oversee the North Campus Audio/Video Tech Lead providing leadership for team building and a quality presentational experience.

The above Job Summary will be accomplished predominantly through a team of volunteers to provide weekend service support and consultation for church wide events.

1. Ministry Function (80%)

- Leading Worship for Weekend Services
 - Demonstrates the gift of leadership with a proven ability to recruit, develop, and lead multiple teams of volunteer vocalists, instrumentalists and Audio / Video Personnel.
 - Leads Worship for North Campus Services, and as needed for; All Staff Events & Worship Nights.
 - Creates an engaging Worship Environment through Music for Weekend Services that supports the values of RLM, under the leadership of the Sr. Pastor, Executive Team Leaders, The North Campus Pastor, while leading people to their next step in their journey with Christ.

- Solicits feedback to improve service and events; Responds to request for service and assistance; Meets commitments.
- Implements, builds and sustains a working model of Discipleship in the Worship Arts Ministry with a current/future team of volunteers
- Additional Responsibilities:
 - Directly Oversee the North Campus Audio/Video Tech Lead.
 - Provide Collaborative Leadership with the Worship Arts Department.
 - Provide Pastoral Leadership, Development and Training for Volunteer Musicians under the global direction of Real Life Worship.
 - Provide Pastoral Leadership, Development and Training for Volunteer Audio and Video Technicians.
 - Weekly preparation of setup and teardown of Staging, Audio and Video Equipment of the North Campus.
 - Oversees the quality of Audio and Video Production for the North Campus. Actively Monitors and Oversees the Volunteer Teams to achieve a quality Audio and Video experience.
 - Provides efficient and effective troubleshooting and problem solving skills as technical problems arise.

2. Team Function (10 %)

- Work alongside the Worship Arts staff to give and receive direction and lead projects to completion.
- Participate weekly in Worship Arts Team Meetings and contribute to the team environment
- Help the team in planning and carrying out our vision and mission as a church with your specific areas of responsibility.
- Be coachable and open to growth from the Worship Arts Team Leader in living out the 7 Essentials.

3. RLM Staff Relations (5 %)

- Play a part in All Staff events as directed by the Worship Arts Team Leader and Operations Manager.
- Provides Technical Production Consultation for the North Campus at Real Life Ministries.
- Provides technical training to staff personnel and to ministry volunteers for campus wide ministry support.
- Ensures North Campus Audio and Video Production Equipment is maintained and operational.

4. Miscellaneous (5 %)

- Work with Congregation in a way that glorifies God
 - In weekend services – oversee volunteer participation (friendliness, recruiting, attendance)
 - Be visible and a model for your volunteers to follow (friendliness, cooperation, availability)
- Represents Christ and the Church in the community in a Godly way
- Values and abide to the expectations of being a member of the church found in our 101, 201, and 301 class.
- Participation in All-Church functions as well as global trainings that fall outside of the specific Job Description (Align, DiscipleShift, Teaching in Membership Classes, etc.)

Qualifications, Required Skills and Competencies:

- Pastoral qualities to properly shepherd the North Campus Worship Team and Technical Team.

- A heart for God that is evidenced by proven character and a spiritual-mindedness that understands that “apart from Christ we can do nothing.” – Abiding in Christ.
- A shepherd’s temperament; servant-leader/mentor attitude and inclination.
- Strong interpersonal skills—ability to communicate persuasively and compassionately, both orally and in writing.
- Strong biblical foundation for wise management in a church setting.
- Able to establish and maintain appropriate standards for the accomplishment of ministry in a way that honors both God and people.
- Since we work primarily in teams at RLM, must understand group dynamics and ensure effective consensus building and decision-making.
- Personal initiative and diligence, which produces follow-through in tasks.
- Solid biblical/theological convictions, which are aligned with Real Life Ministries’ Doctrine and Statement of Faith.
- A willingness to grow and adapt to the inevitable changes found in a local church.
- **Musically trained with 4 or more year’s experience** preparing music, leading instrumental rehearsals, and developing volunteers. Must have a good working knowledge of instrumentation; understanding of how individual instrumental roles fit within a variety of music styles.
- **Provide leadership for the musical direction at Real Life:** Be an expert on music, trends, and culture, and understanding how those elements work together to lead people into meaningful worship. Address the gaps between where we currently are and where we need to go. Identify and implement the logical “next steps.”
- **Strong up-front leader with gifts and abilities** to create a worship environment that touches the heart and soul of the believer and draws people to Christ.
- **Strong communication skills** in a large public setting.
- **Good working knowledge** of the guitar and/or keyboard, with the ability to lead worship while playing an instrument.
- **Understands basic Music Theory**, Chord Charts and Key Structures
- **Strong computer skills** working with various programs. (ie: Word, Excell, Publisher, Planning Center Online)
- **An Understanding** of the operations of Audio & Video Equipment
- **Able to be trained and comprehend** Audio & Video Equipment in basic programming and troubleshooting.
- **Proficient with Macintosh and PC Computers** along with Current Software Programs; (Word, Excell, Publisher, Adobe.... Ect.)

Physical Abilities required

- While performing the duties of this Job, the employee is regularly required to sit; use hands to finger, handle, or feel; reach with hands and arms and talk or hear. Specific vision abilities required by this job include close vision. The employee is frequently required to stand and occasionally required to climb or balance; stoop, kneel, crouch, or crawl. Must regularly lift and/or move up to 10 pounds, occasionally lift and/or move up to 25 pounds

Disclaimer(s)

- The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.
- Volunteering- We recognize there are many ministry areas to serve in at Real Life Ministries and you may feel called to serve in those areas on a volunteer basis. Real Life Ministries would like to support you in your desire to serve. Any hours served in volunteer ministry are not required for this position that you have been hired for and as such will not be compensated.

Additional information

Employee Name: _____

Employee Signature _____

Date _____