

Hope Community Church Role Description

We are a family that loves God, follows Jesus & shares hope.

Job Title: Worship Leader

Direct Supervisor: Worship Director/Pastor

Ministry Director: Creative Arts Director/Pastor

Direct Reports: Volunteer Worship Team Members

Role Summary:

The Worship Leader supports the Worship Department in leading and coordinating worship across all Hope Community Church campuses. This role includes planning and executing worship experiences for weekend services, online services, and special events. The Worship Leader helps shape a culture of worship, discipleship, and excellence that reflects the heart and values of Hope.

Foundational Responsibilities:

Connect

- Live out your faith authentically and be accessible to help make disciples.
- Engage in the community intentionally to build trusting relationships.
- Leave time in your week to intentionally connect with a different family.
- Ensure that families and teams are regularly communicated with in a way that keeps them connected to the family of God and helps them grow toward maturity in Christ.

Equip

- Identify and invite leaders to be a part of a team who loves God, follows Jesus, and shares hope together.
- Establish them with training, resources, and opportunities to grow in ministry ownership and maturity in Christ.
- Empower leaders to develop teammates who they can connect, equip, and shepherd.
- Celebrate growth and provide opportunities to expand wisdom and impact in your leaders.

Shepherd

- Model and encourage sabbath, prayer, and spiritual growth among team members.
- Model a culture of shepherding within the team to ensure every member and family feels known, cared for, and supported.
- Check in and show radical care, praying for and making helpful connections for leaders and members who need more support.

Role Specific Duties:

Connect

- Lead worship or play an instrument for weekend services at all campuses.
- Serve as point of contact for interdepartmental worship events (Adult, Young Adult,

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Student Ministries, etc.).

- Support worship needs for non-weekend experiences (e.g., Worship Nights, Student Events, Women's Conferences).

Equip

- Manage communication, scheduling, and procedural flow of musicians through a multi-phase audition pipeline.
- Plan and oversee worship team gatherings and rehearsals.
- Ensure Planning Center Online is accurate across all scheduled campuses.
- Maintain team information and scheduling in Planning Center Online.
- Contribute to the ongoing development of Hope's worship repertoire.

Shepherd

- Meet regularly with the Worship Director for personal, professional, and spiritual development.
- Lead worship for monthly staff communion services.
- Oversee Green Room, backstage, and on-stage areas at assigned campuses.

Collaborative Responsibilities:

- Work closely with campus staff and team leaders to ensure cohesive worship experiences across all environments.
- Assist in supporting production needs across campuses.
- Attend all-staff meetings and Worship Team meetings.
- Be available for major holiday services (Christmas, Easter, etc.).

Core Competencies:

- Relational and genuine interactions with others.
- Strong organizational and administrative skills.
- Talented worship leader with both vocal and instrumental ability.
- Evangelistic mindset with a heart for leading others into worship.
- Ability to prioritize people over process—being present in the moment and flexible to situational needs.
- Competence in creating and documenting processes for smooth ministry operations.
- Experience with Planning Center Online, Ableton Live, Logic Pro, Microsoft Office.
- Strong team-building, shepherding, and leadership development skills.

Qualifications and Requirements

- A strong personal faith and dedication to the church's identity, beliefs, and values.
- Affirm and support the statement of faith of Hope Community Church.
- 3–4 years of worship leading and team organization required.
- Multi-site church experience preferred.
- Four-year degree or equivalent work experience preferred.

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Expectations

- Regular attendance, engagement, and support of the weekend gathering.
- Commitment to growing spiritually and intentional effort to disciple others.
- Model missional living and actively engage others to build missional community.

Work Environment:

- Active participation in all-staff, campus, and ministry team meetings.
- Regular interaction with team members, families, and church staff.
- Abide by and support HR policies and budget allocations.
- Ability to lift up to 75 lbs regularly.
- Occasional travel and driving required.
- Other duties as assigned.

Employee Signature

Date

Supervisor Signature

Date