

Worship Pastor

Job Description
The Bridge Church

Job Title: Worship Pastor
Position Type: Full-Time, Salaried, Exempt
Supervisor: Executive Pastor
Start Date: ASAP

Overview

The Worship Pastor at The Bridge serves as both a spiritual shepherd and a creative leader, cultivating a worship culture that is dynamic, gospel-centered, and theologically grounded. This role provides oversight for all worship gatherings and events, ensuring that every moment is marked by heartfelt engagement, biblical depth, and musical excellence.

The Worship Pastor leads a team of skilled musicians, vocalists, and leaders—developing and empowering them to serve with excellence and authenticity. They will pastor the worship ministry from both a theological and relational perspective, fostering a healthy culture of humility, unity, and spiritual growth. This leader must be highly gifted musically, spiritually mature, and courageous enough to lead with conviction—coaching, correcting, and caring for those they serve.

The ultimate goal: to help our church worship Jesus with passion and sincerity, creating worship gatherings that are as powerful in quality as they are genuine in spirit.

This role is best suited for a gifted worship pastor who is both artist and shepherd—someone who loves Jesus deeply, leads people genuinely, and pursues musical and spiritual excellence with passion and humility.

[Note: title may be Worship Director depending on candidate's qualifications or ordination status.]

Worship Culture at The Bridge

At The Bridge Church, we long for worship that is dynamic, authentic, and grounded in truth—where people genuinely encounter the presence of God through the power of the gospel. Our worship is expressive but not excessive, full of passion yet anchored in Scripture. We desire gatherings that move hearts, renew minds, and magnify Jesus—where the music is modern, full, and excellent, yet never over-produced or performance-driven.

We value biblically rich songs, moments of Scripture reading, and Spirit-led exhortation that call our church to faith, repentance, and hope. Every element of worship should feel both real and redemptive—inviting mature believers into deeper devotion while remaining accessible and disarming to those new to faith.

Our worship teams lead not as performers but as pastors and ministers, modeling humility, unity, and genuine love for God and His people. The result we pray for each week is simple yet profound: that people would leave saying, “That was excellent, and it was real. God met me there.”

Who You Are

- You are a worshiper first and a leader second—someone whose love for Jesus fuels everything you do.
- You carry both musical excellence and spiritual maturity, able to lead with authenticity on stage and humility off stage.
- You believe worship is not performance but pastoral ministry—a means of shepherding people toward the presence and truth of God.
- You are a high-capacity, detail-oriented leader who can inspire and empower others.
- You don’t need to be the loudest voice in the room, but you bring clarity, calm, and conviction.
- You’re as comfortable building a worship set and coaching a band as you are reading Scripture and exhorting the congregation with gospel-centered truth.
- You thrive in a modern, full-band environment, where creativity and excellence matter, but heart and honesty matter even more.
- You have an ear for great sound and flow, yet you value the moments that can’t be manufactured—the spontaneous, Spirit-led responses that point people to Jesus.
- You’re a team builder and shepherd, able to develop leaders, navigate tough conversations with grace and truth, and create a culture of unity and discipleship within your ministry.
- You embrace feedback, pursue growth, and find joy in seeing others step into their God-given gifts.
- Above all, you are passionate about helping people worship Jesus deeply, biblically, and authentically—in a way that feels both excellent and real.

Key Responsibilities

Worship Ministry Leadership

- Provide visionary and pastoral leadership for the worship ministry, including worship leaders, music directors, vocalists, and volunteer musicians.
- Build and sustain a culture of excellence and authenticity, where teams lead from spiritual depth and musical skill.
- Oversee the recruitment, onboarding, training, and development of worship team members and leaders.
- Foster spiritual formation and discipleship within the team through prayer, mentoring, and biblical encouragement.
- Lead weekly run-throughs, ensuring clarity, flow, and preparation for every gathering.
- Manage worship scheduling, setlists, and resources through tools such as Planning Center and Band App.
- Steward the church’s song library, ensuring all selections are biblically sound, gospel-centered, and congregationally engaging.

- Coordinate and oversee any contracted musicians, vocalists, or vendors, ensuring alignment with The Bridge's culture and standards.

Worship Gathering Programming

- Lead the musical and worship elements for Sunday gatherings and major church events, including Worship Nights, Vision Nights, Kids Week, and seasonal gatherings.
- Partner closely with the Production Director to achieve technical and creative excellence across audio, visual, and lighting systems.
- Collaborate with the Lead Pastor to ensure each gathering aligns with the church's vision and mission, maintaining a seamless flow between worship and teaching.
- Create engaging, Spirit-led environments where people encounter God through song, Scripture, and response.
- Model and maintain a rhythm of personal worship, prayer, and spiritual vitality, dedicating regular time each week to your own communion with God.

Administration & Strategic Planning

- Develop and manage the annual Worship Ministry plan and budget, aligning resources with strategic goals.
- Maintain strong administrative systems for scheduling, communication, and documentation across the ministry.
- Track key ministry metrics (e.g., team growth, volunteer engagement, worship quality) and report regularly to church leadership.
- Participate actively in staff meetings, leadership development, and collaborative planning across departments.
- Support and contribute to church-wide initiatives, events, and outreach efforts as a unified part of The Bridge Church team.

Preferred Qualifications & Skills

Spiritual & Theological

- Demonstrates a deep love for Jesus, a consistent personal walk with God, and a lifestyle marked by humility, integrity, and authenticity.
- Meets the biblical qualifications of a pastor (1 Timothy 3, Titus 1) and possesses a shepherd's heart for people.
- Values biblically rich, gospel-centered worship that is both Spirit-led and Word-driven.
- Shows a commitment to The Bridge Church's mission, theology, and culture, aligning with its vision for dynamic, authentic worship.
- Possesses strong discernment and the ability to exhort and encourage the church through short Scripture-based moments within gatherings.

Musical & Creative

- Highly skilled vocalist and/or instrumentalist, able to lead from guitar or keys in a modern, full-band context.
- Proficient in music direction, including arranging, charting, and communicating with teams during rehearsal and live gatherings.
- Demonstrates strong musical instincts with a sensitivity to flow, transitions, and congregational engagement.
- Experienced in using modern worship tools such as Planning Center, Ableton, Multitracks, in-ear systems, and click tracks.

- Brings creative ideas for set design, visuals, and service flow that support a cohesive and meaningful worship experience.

Leadership & Relational

- A proven team builder who leads with grace and truth, able to recruit, train, and empower others effectively.
- Skilled at giving clear direction and healthy feedback, including the courage to have hard conversations with love.
- Thrives in collaboration with pastors, staff, and volunteers; values team unity and shared wins.
- Organized, reliable, and able to manage multiple projects with attention to detail and follow-through.
- Possesses a teachable spirit and eagerness to grow both personally and professionally.

Experience & Education

- Minimum 3–5 years of experience leading worship in a modern church context (multi-service or multi-campus experience preferred).
- Bachelor's degree in music, worship, theology, or related field preferred but not required.
- Experience leading worship teams of 20+ volunteers a plus.

Employee Expectations

1. 7 C's of a Staff Member

Fulfills the expectations of a staff member at The Bridge Church written in the Staff 7 C's.

2. Employee Handbook

Fulfills all requirements and expectations written in the Employee Handbook of The Bridge Church.

3. Weekly Office Hours and Work Schedule

Fulfills the following weekly working hours for employees.

- Total Weekly scheduled hours = 40.
- Working Hours:
 - Worship Gatherings—all times
 - Monday, 8:30am–4:30pm (remote)
 - Tuesday-Thursday, 8:30am–4:30pm (in-person)
- As needed for church events requiring staff attendance

Employee Acknowledgment

I have read the job description and understand the expectations of my role as an employee of The Bridge Church. I understand that employment is “at will” and that this document does not constitute an employment agreement.

Printed Name: _____

Employee Signature: _____

Date: _____

Supervisor Signature: _____

Date: _____