



DIRECTOR/PASTOR OF WORSHIP AND PROGRAMMING

CrossPoint is a community helping people trust and fully follow Jesus

CrossPoint Alliance Church is a Christian and Missionary Alliance Church located in Lewiston, Idaho. We are seeking out a full-time worship leader to be a key player on our ministry team in the area of music and Sunday gatherings. The primary responsibility of this position will be to lead our congregation in creative and diverse expressions of worship, to help our body encounter the presence of God, and to develop future worship leaders that can lead in various environments in our church and beyond.

This position will employ the use of music, lighting, language and visual art, corporate and private prayer, observances of the sacraments, draw from the richness of the historical church and its worship practices, and lead us in interactive/experiential moments. This person will accomplish this while modeling, developing and equipping teams of volunteer musicians, volunteer technical teams including livestream and online environments, volunteer projection/lighting and video teams.

The ideal candidate would exhibit a passionate heart for the local church and hold the following experience, skills, abilities and desires:

Spiritual

- Be a follower of Jesus Christ and demonstrate a growing maturity in faith and character.
- Support the vision, heart and passions of CrossPoint.
- Invest in serving and shepherding those in our community to Christlike maturity.
- Maintain the qualifications of a spiritual leader according to Scripture.
- Demonstrate the heart of a servant leader to the body of Christ.
- Engage in continued learning and personal growth.

Creative Leadership

- Creatively design, plan, and execute Sunday gatherings, special weekends (Christmas, Easter, etc), and other gatherings at the macro and micro level in conjunction with the Lead Pastor.
- Lead and direct the worship teams for rehearsals, Sunday gatherings, worship/prayer nights, special services, etc.
- Conceptualize and oversee execution of stage and lighting designs of the church in collaboration with decor leader and seasonal/message series during the year.
- Work with the Communications department on media projects for various gatherings.

Pastoral Leadership

- Give leadership to and equip the worship and technical teams.
- Recruit, audition and develop new people for the worship and technical teams.
- Lead meetings(individual/team) throughout each ministry year to cast vision, develop, and care for team.
- Identify and develop multiple worship leaders for gatherings through a worship leader cohort (WLC).
- Regular times of equipping the worship and technical teams through "huddles," skill building and development.
- Contribute as a ministerial team member for church-wide functions and the counseling/care of a large congregation, collaborate with lead team on teaching content, participate in team development, and execute other ministerial-type duties when asked.

Organizational Leadership

- Design and implement communication systems so that ministries are effectively promoted through appropriate avenues.
- Organize and schedule calendars of teams for worship, technical, prayer, and community life teams.



Staff Relationships

- Maintain effective working relationships with the CPAC team so there is a high level of unity and morale.
- Attend staff meetings and contribute to leadership discussions and decisions.
- Whole-heartedly engage in professional development and training opportunities offered by the CrossPoint leadership.

Skills and Attributes

- A growing relationship with Jesus that is clearly evident.
- A heart for worship through creative arts.
- Ability to sing, lead vocally, and play an instrument while leading worship.
- The gifting and ability to lead a congregation into transformative worship of God.
- Formal education and training in theology and music is preferred; If not already ordained and consecrated within the C&MA, willing to start and complete the process within the first 3 years.
- A teachable spirit that is willing to receive constructive critique and direction.
- Experience in leading multiple and diverse teams of volunteers.
- A proven record of being able to communicate creative ideas and designs, plan, motivate, direct, and evaluate people and projects.
- Ability to communicate music and music terminology.
- Strong grasp of audio and visual technologies.
- A high proficiency with digital media (camera, video, etc)
- Proficiency with Microsoft Office, Planning Center Online, ProPresenter, Adobe Suite (premier, etc), Ableton Live, and other media software is highly desired.
- Highly motivated to improve the talent and abilities of the worship and technical teams.
- Strong organizational and delegating skills.

ALL-STAFF REQUIREMENTS

- Embrace the mission, vision, and values of CrossPoint personally, as well as our staff team values.
- Participate in monthly Ministry Objective meetings with Supervisor.
- Collaborate with staff members whose responsibilities play a role in achieving your ministry objectives.
- Model a life of prayer.
- Practice the way of Jesus in everyday life and continually grow in risk and faith.
- Attend team meetings, retreats, etc
- Go through Rooted and participate weekly in a CrossPoint Community.
- Dedicate time each week for congregational care as needed.
- Adherence to all leadership and employee guidelines as outlined in the employee handbook.
- Participate in developmental reviews on a bi-annual basis.

SUPERVISOR: Lead Pastor

POSITION: Director/Pastor of Worship and Programming

HOURS/SCHEDULE: Full-Time (salary, 40-50hrs/wk.)

NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties as negotiated to meet the ongoing needs of CrossPoint.

If interested in this position, please email a resume and links to samples of you leading worship to amanda@crosspointlew.org.