

WORSHIP LEAD // CROSSROADS CHURCH

The Worship Lead is a dual-role position designed to bridge the gap between local campus worship leadership and broader ministry direction. Approximately 30 hours per week are dedicated to leading and cultivating worship experiences at a campus, while the remaining 10 hours contribute to the development, direction, and innovation of the churchwide worship ministry.

KEY RESPONSIBILITIES***Campus Worship Leadership (30 hours/week)***

Execute a player role by being a Worship Leader at an assigned campus, executing the duties as reflected in our Worship Leader job description. Specifically:

- **Lead Worship** weekly at campus services with excellence, authenticity, and spiritual attentiveness.
- **Recruit, train, and disciple** a team of volunteer musicians and vocalists, building a healthy, high-capacity worship team.
- **Collaborate** weekly with campus staff and production team to ensure services run smoothly and are spiritually impactful.
- **Engage with campus attenders** before and after services as a visible, relational leader.
- **Participate** in retreats and special events.
- **Monitor** the budget accounts used to hire musicians and purchase needed equipment.

Worship Ministry Direction (10 hours/week)

Provide leadership to the overall vision and strategy of worship ministry at Crossroads through:

- **Develop and mentor** other worship leaders across campuses through coaching, feedback, and spiritual encouragement.
- **Contribute to creative planning** of future services by participating in worship brainstorming, content development, and series planning.
- **Plan worship sets** in collaboration with worship staff in alignment with message content and series themes.
- **Help define and advance** the spiritual and creative direction of the worship ministry across campuses.
- **Collaborate with Production Lead** to ensure alignment in quality, theology, and vision.
- **Pilot new ideas** in your campus context and share learnings with other campuses.
- **Model culture** for other worship staff through leadership, communication, and character.

QUALIFICATIONS & EXPECTATIONS

- **Experience:**
 - 3+ years of ministry leadership experience, with demonstrated success in leading high-functioning teams.
- **Skills & Competencies:**
 - Proven experience in leading worship in a modern context.
 - Strong musical ability (vocals and at least one instrument, preferably guitar or keys).
 - High emotional intelligence and pastoral sensitivity.
 - Comfortable with Planning Center, Ableton/track playback systems, and modern worship tech.
 - Demonstrates personal integrity and lives a Christ-centered life.
- **Work Environment:**
 - Primarily indoors with occasional travel for events.
 - Will require flexibility for extra hours during key seasons of ministry.
- **Crossroads Culture:**
 - Embrace the Mission – Be deeply committed to reaching "one more person in one more place" so they can meet and be changed by Jesus.
 - Advance the Vision – Help propel Crossroads toward becoming an Outward-Facing, Next-Gen Focused, Multi-Ethnic church that both reaches and reflects the communities we serve.
 - Live the Culture – Embody our Staff Commitments of: *Expect God to Move, Move as One, Take it Personally, Be Actively for Each Other, Invest in the Next, Leave the 99*

IDEAL CANDIDATE IS:

- A natural shepherd and encourager.
- Spirit-led, but prepared.
- Passionate about innovation in worship while rooted in sound theology.
- Confident in leadership without ego.
- Excited about being part of a multi-campus model and helping build a united worship culture.

Classification: Exempt; salaried

Status: Full-time

Directly Reports To: Executive Director of Weekend Services