CHURCH OF THE
OPEN DOOR

Position: Worship Pastor
Classification: Full Time / Central Ministry
Reports to: Campus Pastor & Executive Pastor

Qualifications:

- An evident heart and love for God and His church
- Membership at Church of the Open Door (or willing to become a member)
- Training and ability in leading, organizing, and executing God-honoring worship experiences with appropriate vocal and instrumental skills
- Pastoral heart and demonstrated ability to disciple, develop, and care for worship and technical ministry leaders
- Must love people and attract them to the ministry
- A collaborative leader who actively seeks input, values diverse perspectives, and builds cross-campus trust and buy-in
- A team player who works well with those in ministry to accomplish goals
- Ability to communicate effectively with staff and ministry volunteers to keep everyone on the same page
- Keen attention to detail
- Ability to lead strategically without unnecessarily driving every decision or detail
- A heart to devote time in the Word for personal, spiritual development

Anticipated Work Time: 40-50 Hours/Week

Job Summary:
The role of the Worship Pastor is to provide central leadership, pastoral care, and strategic direction for the worship and technical ministries of Church of the Open Door. In cooperation with pastoral staff and campus worship directors, this position will help develop and steward COD's worship philosophy, spiritual health, leadership development, and ministry standards.

The Worship Pastor will oversee worship ministry across campuses, including collaboration with the technology department, while empowering campus worship directors to lead effectively in their local contexts. This role is not intended to centralize every decision or drive all worship ministry activity; rather, the Worship Pastor will create clear direction, healthy systems, and meaningful spaces for cross-campus collaboration, shared ownership, and unified vision.

This position will be a resource to all campuses and ministries in regard to music, worship, service design, and worship technology, helping COD maintain excellence and helping people discover life change through Jesus.

Description of Responsibilities:

- Work with campus worship directors, technical leaders, and pastoral staff to provide excellent, energetic, spiritually healthy, and unified worship experiences across COD.
- Help develop, communicate, and steward COD's worship philosophy, ministry values, and worship standards.
- Provide pastoral leadership, encouragement, discipleship, and spiritual care for worship and technical ministry staff and leaders.

- Create collaborative rhythms and environments where campus worship directors can contribute ideas, share resources, solve problems, and build shared ownership across campuses.
- Seek input from campus worship directors and ministry leaders before making significant ministry-wide decisions.
- Oversee and support the development of worship and technical ministry systems, resources, training, and best practices.
- Collaborate with the technology department on worship technology implementation, service design, equipment planning, and technical ministry development.
- Develop leaders at every level of worship and technical ministry, including staff, volunteer leaders, musicians, vocalists, and production volunteers.
- Support campus worship directors as they recruit, train, schedule, and disciple worship teams at their campuses.
- Provide leadership and direction for worship at Church of the Open Door, including leading worship as needed.
- Assist in planning and executing special events, church-wide gatherings, and community outreaches involving worship arts and technology.
- Help establish and oversee ministry goals, budgets, and resource needs for central worship and technical ministry.
- Attend staff meetings and participate in the broader life and leadership of the church.
- Other duties as assigned.

These duties and responsibilities are **not intended to be all-inclusive** but represent the core expectations for this role.