



# CROSSPOINT CHURCH

## Worship Pastor/Minister

FULL-TIME, EXEMPT (40-50 HRS)

LOCATED IN HUTCHINSON

CrossPoint Church is a growing, multi-site church with a mission to lead people to love God, grow up, serve all, and live sent. With locations across Kansas, we are passionate about engaging today's culture with the gospel, forming gospel-centered communities, and making disciples. The Worship Pastor/Minister is a spiritually mature, musically skilled leader who pastors people and shapes Christ-centered, congregational worship at CrossPoint Hutchinson. This role exists not only to lead songs, but to disciple worship team members, cultivate a culture of worship throughout the church, and partner with the pastoral staff in shepherding the congregation.

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### Job Responsibilities:

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- Provide primary leadership for musical worship in weekend gatherings and special services throughout the year.
- Lead worship in a way that fosters strong congregational participation, cultivating a culture that emphasizes engagement over performance.
- Serve as a visible and relational presence before and after services, actively engaging with the church body.
- Collaborate weekly with teaching pastors and staff to plan services that are musically cohesive, gospel-centered, Scripture-saturated, and theologically aligned.
- Select songs and service elements that are biblically faithful and pastorally appropriate for the spiritual maturity of the congregation.
- Provide leadership for production and creative teams to ensure services and environments are cohesive, distraction-free, and aligned with CrossPoint's culture and values.
- Shepherd and disciple worship and production team members through regular encouragement, prayer, and spiritual care.
- Develop and lead clear pathways for onboarding, training, and multiplying volunteers, identifying and raising up new leaders, vocalists, and musicians from within the church.
- Provide ongoing coaching and feedback to team members to support both musical excellence and spiritual growth.

Serve as a fully engaged member of the Hutchinson location staff team, supporting location-wide initiatives, ministry efforts, and key church gatherings.

- Participate in pastoral responsibilities as needed, including prayer gatherings, baptisms, funerals, discipleship efforts, and church-wide events.
- Contribute at the network level by participating in CrossPoint's worship leadership community and overseeing the timely, high-quality production of the location sermon video for use across the network.

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## Skills and Qualifications:

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- A growing, vibrant personal relationship with Jesus Christ
- A life that models worship, humility, and spiritual integrity both on and off the platform
- Demonstrates humility, relational warmth, emotional intelligence, and the ability to work joyfully on a team
- Passion for the local church and a heart for discipling others
- Fulfill the duties required of CrossPoint Partners (members at CrossPoint)
- If we hire a pastor for this position, they must fulfill the character requirements of an elder as taught in Scripture
- Bachelor's degree or equivalent experience
- Minimum of 4 years of relevant ministry experience
- Proven leader with experience building teams, developing volunteers, and creating healthy ministry systems
- Demonstrated ability to recruit, train, and lead volunteers and other leaders
- Self-starter who thrives in a fast-paced, team-oriented environment
- Organized, adaptable, and able to anticipate needs in a dynamic ministry setting
- Strong, confident vocal leadership with the ability to lead congregational singing in a way that is accessible and spiritually engaging
- Demonstrated musical proficiency and the ability to lead a band effectively
- Comfortable speaking, exhorting, and praying during services
- Working knowledge of worship and production tools such as:
  - Planning Center Online
  - Digital audio workstations (e.g., Logic, Ableton)
  - Playback or multitrack systems
  - General office platforms (Microsoft Office, Apple Suite, Google Workspace)

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## Prerequisites:

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- Must be able to pass a federal and state background check.
- Agreement with CrossPoint on the employee standard of conduct and expectations.
- High School Diploma required
- Must align with the vision and values of CrossPoint Church.
- Affirmation and a general agreement with the Baptist Faith and Message
- Growing in your personal relationship with Christ.
- Develop personal evangelism opportunities within and outside of the Church.
- Adhere to and encompass the qualities and characteristics required of CrossPoint Church employees.