Job Description: Worship Leader

Christ Covenant Presbyterian Church
1310 St. Joseph Drive NW, Cullman, AL 35055

Position: Full-Time Worship Leader
Reports To: Senior Pastor
Classification: Exempt

About Christ Covenant Presbyterian Church

Christ Covenant Presbyterian Church is a congregation of the Presbyterian Church in America (PCA) located in Cullman, Alabama. We are a reformed, elder-ruled congregation committed to glorifying God and making Christ known through reverent and joyful worship, biblical teaching, and covenant community. Our worship is shaped by the historic Reformed tradition, emphasizing the ordinary means of grace—the reading and preaching of the Word, prayer, the singing of Psalms and hymns, and the sacraments—as God's appointed means for drawing near to His people.

Position Summary

The Worship Leader is a full-time ministry position responsible for planning and leading God-centered, God-glorifying, biblically faithful worship that aligns with the doctrine, worship philosophy, and order of the Presbyterian Church in America. This individual will lead the congregation in Sunday morning worship, cultivate the musical gifts of the congregation across all age groups, and provide pastoral and administrative support to the Senior Pastor.

The ideal candidate will possess a deep commitment to Reformed worship, demonstrated musical ability, and a shepherd's heart for developing volunteers. This is not merely a musical role—it is a ministry of the Word through song and a pastoral service to the congregation.

Worship Philosophy

Christ Covenant Presbyterian Church is committed to traditional, reformed worship as expressed in the PCA's *Directory for the Worship of God*. Our worship is:

- **God-Centered:** Worship is directed to the triune God—Father, Son, and Holy Spirit—and aims at His glory, not human entertainment or self-expression.
- **Word-Centered:** The reading and preaching of Scripture holds a central place, and all musical elements should support and flow from the preaching of the Word.
- **Regulative in Principle:** We worship according to the elements appointed in Scripture—prayer, singing, the reading and preaching of the Word, the sacraments, and offerings—rather than according to human invention.
- **Covenantal and Corporate:** Worship is the gathered assembly of God's covenant people, including children, who worship together as one body. The congregation is not an audience but active participants in the worship of God.
- **Dialogical:** Worship is a conversation between God and His people. God speaks through His Word, and we respond in praise, confession, thanksgiving, and commitment.

The Worship Leader must be able to articulate and embody these convictions in the planning and leadership of worship.

Musical Style and Practice

In keeping with this philosophy of worship, the musical style of Christ Covenant Presbyterian Church draws from both the historic and contemporary expressions of the church's song, united by a commitment to theological depth and congregational participation. Our music ministry is characterized by:

- **Songs of Rich Lyrical Content Set to Contemporary Musical Styles:** We value modern songs that are theologically substantive, biblically grounded, and musically accessible, and that serve the congregation's worship rather than showcasing performance.
- **Traditional Hymns Sung in Both Traditional and Modern Musical Styles:** Our hymnody draws from the historic treasury of the church, and we sing these hymns both in their traditional settings and in faithful modern arrangements that preserve their lyrical and doctrinal integrity while serving the congregation's singing.

The Worship Leader must be skilled in leading and blending these styles and must be committed to curating music that is pastorally appropriate, theologically rich, and conducive to corporate worship. Musical style must always serve the Word and the congregation's edification, never personal preference or trend.

Key Responsibilities

1. Sunday Morning Worship Leadership

- Plan and lead weekly Sunday morning worship services in collaboration with the Senior Pastor, ensuring musical selections and liturgical elements align with the sermon text and the church calendar.
- Select and arrange music that is theologically rich, singable by the congregation, and appropriate to the Reformed tradition—including Psalms, hymns, and spiritual songs.
- Lead congregational singing with clarity, authenticity, and musical excellence, whether from piano, guitar, or another primary instrument.
- Coordinate and lead rehearsals with instrumentalists and vocalists, preparing them musically and spiritually for their service in worship.
- Work with audio/visual volunteers to ensure sound reinforcement and projection support the congregation’s participation in worship.

2. Musician Identification and Development

- Identify, recruit, and develop members of the congregation who possess musical abilities, with a goal of broadening and deepening the pool of volunteers for worship ministry.
- Provide training, mentorship, and pastoral care to worship team members, cultivating both musical skill and spiritual maturity.
- Build a sustainable rotation of instrumentalists and vocalists to serve in Sunday worship and special services.
- Encourage and equip families to cultivate musical gifts in children and youth as part of the covenant community’s worship life.

3. Oversight of Music in Adult, Youth, and Children's Ministries

- Oversee and develop the musical components of adult ministry, including singing, ensembles, or special musical offerings.
- Oversee and develop music in youth ministry, equipping youth to participate meaningfully in the worship life of the congregation and to grow in their understanding of Reformed worship.
- Oversee and develop music in children's ministry, including age-appropriate musical instruction and opportunities for children to participate in worship as members of the covenant community.
- Coordinate with Sunday School teachers and ministry leaders to integrate music into the discipleship of all age groups.

4. Pastoral and Administrative Support

- Provide support to the Senior Pastor in his ministry workload as directed, including assistance with administrative tasks, service preparation, and special projects.
- Assist with the planning and musical leadership of special services, including Advent, Christmas, Holy Week, Easter, and other occasions.
- Maintain the music budget, instrument maintenance, and music library.
- Manage CCLI reporting and other licensing requirements.
- Attend staff meetings and coordinate with the Session and committees as needed.

Qualifications

Essential

- **Christian Maturity:** A credible profession of faith in Jesus Christ, a life of personal devotion, and a demonstrated commitment to the local church.
- **Theological Alignment:** Full agreement with the doctrinal standards of the Presbyterian Church in America, including the Westminster Confession of Faith and Catechisms, and a commitment to the PCA's *Directory for the Worship of God*.

- **Musical Ability:** Proficiency in at least one primary instrument (piano or guitar strongly preferred) and strong vocal leadership ability. Ability to read music and lead rehearsals effectively.
- **Reformed Worship Conviction:** A clear understanding of and commitment to traditional Reformed worship, including the regulative principle, the centrality of the Word, and the dialogical nature of worship.
- **Leadership and Development:** Experience recruiting, training, and shepherding volunteer musicians, with a heart for developing the gifts of others.
- **Organizational Skill:** Ability to plan services, manage schedules, communicate clearly with volunteers, and maintain administrative details.
- **Humility and Teachability:** A servant-leader posture, willingness to submit to the leadership of the Senior Pastor and Session, and a collaborative spirit.

Preferred

- Prior experience leading worship in a Reformed or Presbyterian context.
- Formal musical training (degree or equivalent experience).
- Familiarity with worship planning tools (e.g., Planning Center) and presentation software.
- Technical working knowledge of audio and amplification systems.
- Experience working with children and youth in a musical or ministry capacity.

Personal Characteristics

The Worship Leader should exhibit:

- A shepherd's heart for the congregation and a genuine love for the people of Christ Covenant.
- A commitment to worship as service to God rather than performance before people.
- Patience, flexibility, and a collaborative approach to ministry.
- A desire to see the congregation's singing strengthened as an expression of corporate worship.
- A life of prayer and dependence on the Holy Spirit for the spiritual effectiveness of the worship ministry.

Work Schedule and Compensation

This is a full-time, exempt position. The Worship Leader is expected to be present in the office during regular church office hours, with additional hours as needed for rehearsals, special services, and pastoral support. Sunday attendance is required.

Starting salary is $60k/year, with compensation being commensurate with experience, and includes a benefits package as outlined in the church's personnel policies.

To Apply

Interested candidates should submit the following:

1. Cover letter, résumé, and three references
2. Statement of personal faith
3. Brief description of the candidate's philosophy of worship

Please submit these items to the Senior Pastor at:

Christ Covenant Presbyterian Church
1310 St. Joseph Drive NW
Cullman, AL 35055

Email submissions may be sent to the church office at:

admin@christcovenantcullman.org.