

Worship Minister

Job Description



Worship Ministry at The Well

At The Well, we believe the Lord calls his church to gather regularly to behold the glory of Christ, respond to God's Word, and to be formed together as a covenant community through the leading of the Spirit. The worship ministry serves the church by helping create gatherings that are biblically rooted, Spirit-led, prayerfully formational, and faithfully aligned with our mission to make disciples, plant churches, and love Abilene.

Position Summary

The Worship Minister serves as the primary leader of worship ministry at The Well. This person will provide leadership for worship ministry volunteers, oversee the planning and execution of gathered worship, develop leaders and teams, and help ensure that worship gatherings support the preaching of God's Word and the spiritual formation of the church. The Worship Minister will work closely with pastors, staff, and deacons to cultivate worship environments that reflect the gospel, strengthen community, and encourage God's people toward faithful participation in His mission.

Areas of Responsibility

Shepherding & Discipleship

- Provide spiritual leadership and care for worship ministry volunteers.
- Develop a ministry culture marked by humility, service, discipleship, and spiritual growth.
- Meet regularly with worship leaders, musicians, and volunteers for encouragement, discipleship, and leadership development.
- Help team members grow both musically and spiritually.
- Identify and develop emerging leaders within the worship ministry.

Worship Leadership

- Lead congregational worship during Sunday morning gatherings. In leading, this worship minister should:
 - Seek faithfulness over flawlessness
 - Prioritize formation over performance
 - Desire to be Spirit-led over talent based

- Work closely with A/V director to coordinate Sunday services and other events.
- Plan worship sets and service elements that support the preaching text, sermon themes, and overall formation of the church.
- Work closely with pastors in the planning and execution of worship gatherings.
- Contribute to the planning and execution of all-church events (e.g., family nights, holiday services, Child Dedication Sundays, Baptism Sundays)
- Maintain a worship philosophy that is biblically grounded and consistent with the doctrine, mission, and values of The Well.
- Thoughtfully utilize songs, practices, and elements from various Christian traditions in order to reach the diverse backgrounds represented at The Well.
- Schedule volunteers and communicate to teams through Services in Planning Center.

Volunteer Leadership & Development

- Recruit, train, organize, and support worship ministry volunteers.
- Oversee and develop teams including:
 - Vocalists
 - Musicians
 - Sound Technicians
 - Audio/Visual Volunteers in conjunction with A/V Director
- Create pathways for leadership development within the worship ministry.
- Raise up worship leaders, team leaders, and future ministry leaders.
- Foster healthy communication, accountability, and teamwork among volunteers.

Staff Supervision & Leadership Development

- Supervise worship ministry interns, residents, and future worship ministry staff positions.
- Provide coaching, encouragement, accountability, and regular evaluation.
- Develop healthy ministry systems, communication rhythms, and team culture.
- Invest intentionally in the leadership development of future ministry leaders.

Ministry Oversight

- Oversee worship ministry needs for:
 - Sunday Morning Gatherings
 - College Ministry Gatherings
 - Student Ministry Gatherings
 - Additional ministry environments as needed
- Work closely with the deacons for worship ministry and prayer ministry.
- Coordinate worship-related equipment, resources, scheduling, and planning.
- Assist with special services and events as possible.

Administrative Responsibilities

- Manage volunteer scheduling, communication, planning, and organization.

- Oversee worship ministry budget planning and stewardship.
- Maintain ministry systems, processes, and documentation.
- Participate in staff meetings, leadership development opportunities, and church-wide initiatives.
- Support the broader ministry efforts of The Well as needed.

General Expectations

- Maintain Covenant Partnership in good standing at The Well.
 - Participate faithfully in the life of the church through worship, community, discipleship, and mission.
 - Participate in all-staff events including staff meetings and retreats.
 - Demonstrate flexibility and a willingness to serve wherever needed for the good of the church.
 - Pursue personal spiritual growth, leadership development, and ministry effectiveness.
 - Work collaboratively with pastors, staff, elders, deacons, and ministry leaders.
 - Strive for unity of the church and leadership.
 - Fulfill evening and weekend ministry responsibilities as required.
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Qualifications

Character & Calling

- Meets biblical character qualifications consistent with church leadership.
- Demonstrates spiritual maturity, humility, teachability, and relational wisdom.
- Exhibits a clear calling and gifting to lead a worship ministry.
- Models a healthy personal walk with Christ and commitment to the local church.
- Displays a servant-hearted approach to leadership and ministry.

Theology & Ministry Alignment

- Fully affirms and supports The Well's [Core Beliefs](#) and [Elder Statements](#).
- Demonstrates strong agreement with the doctrine, mission, values, and philosophy of ministry of The Well.
- Must be a current [Covenant Partner](#) or willing to become a Covenant Partner of The Well.
- Demonstrates theological clarity and pastoral sensitivity.
- Supports and advances the disciple-making mission of the church.

Experience & Skills

- Significant worship ministry experience required.
- Experience leading a worship band in a local church setting is strongly preferred.
- Strong vocal and musical ability.
- Proficiency in music theory, directing musicians, and vocal arrangement.

- Ability to recruit, train, organize, and lead volunteers.
 - Experience developing leaders and building healthy ministry teams.
 - Experience supervising interns, residents, staff, or volunteer leaders preferred.
 - Strong interpersonal, organizational, and communication skills.
 - Experience with photography, videography, social media preferred but not required.
 - Ability to work collaboratively within an elder-led church structure.
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Reporting Structure

- Reports directly to the Executive Pastor.
- Serves as a member of The Well staff team.
- Supervises worship ministry interns, residents, and designated volunteer leaders.
- Provides leadership and support to Worship Ministry Deacons and collaborates closely with Prayer Ministry Deacons in carrying out the worship and prayer ministries of the church.