

# Pastor/Director of Worship & Creative Arts

## *Job Description*

Crossroads Nampa Church  
4170 E Amity Ave. Nampa, ID 83687

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**Hours:** Full-time

**Job Classification:** Salary & Benefits (DOE)

**Salary:** TBD, based on experience and qualifications

**Reports To:** Pastoral Leadership Team

**Send Resume To:** Anna McGarrah, [anna@crossroadsidaho.org](mailto:anna@crossroadsidaho.org) or  
Dori Halbert, [dori@crossroadsidaho.org](mailto:dori@crossroadsidaho.org)

## **Purpose:**

The Pastor/Director of Worship & Creative Arts is to develop teams that lead the body of Crossroads in Spirit-filled worship and expression of the arts in a way that is consistent with the vision and values of Crossroads Church.

## ***Vision Statement***

*As people who have found **refuge** in God, we are called to be a community where the broken and hurting can find hope in Jesus, experience the Spirit's **transformational** power, and respond to the invitation to **partner** with Him in loving the world.*

## **Essential Duties and Responsibilities**

- Attend/Lead weekly service planning/debrief meetings and develop the weekly order of service that supports the theme chosen by the teaching pastors.
- Meet monthly with campus worship director (Caldwell) for collaboration on shared ministry.
- Attend weekly staff lunches, all staff meetings, and pastoral staff meetings, and be responsible for communicating the direction and related needs for your areas of responsibility.
- Collaborate with the teaching team to develop thematic worship and artistic elements for each sermon series and/or special services (Advent, Christmas Eve, Good Friday, etc.).
- Develop a team to lead in worship during weekend services and engage in shepherding team members in their own personal growth and spiritual development.
- Lead weekly rehearsals, build cohesive ministry partner (volunteer) teams, and develop potential leaders.
- Arrange music and assist instrumentalists and vocalists in building their skills.
- Lead the congregation in engaging worship during weekend gatherings. This includes, but is not limited to, choosing music, coordinating the call to worship, selecting scripture readings, prayer, and other elements of corporate worship.
- Work with the Family Ministries team to incorporate students and children in worship for services, as appropriate.

- Facilitate and lead a “Creative Arts” team through gathering different staff and ministry partners to engage in brainstorming sessions, sermon series projects, and church-wide expression of the arts, which may include, but are not limited to art, story elements, spoken word, and hands-on worship expressions.
- Work alongside the Communications Director to make sure the worship and creative arts are being reflected appropriately in church-wide communication.
- Collaborate and work with the Technical Director to ensure technical and sound needs are being met for worship in the best possible context.

### **Personal Qualifications and Accountability**

- Bible and/or Music education degree preferred.
- Demonstrates an ability to recruit, train, and deploy leaders.
- Commitment to growing in one’s own spiritual formation, leadership development, and missional lifestyle.
- A proficient communicator who is able to lead, inspire, and draw people into worship.
- Leads relationally and demonstrates a willingness to work in a collaborative and learning environment.
- Internally motivated and is passionate about connecting people.
- Follows through and exhibits strong organizational skills.
- Further develops personal skills as a musician and spiritual leader. This can include music lessons, theological education as pertaining to worship, attending discipleship groups, counseling, and other forms of development to encourage personal and leadership growth.
- All pastoral staff and directors shall be accountable to the lead pastors (APEST team— Ephesians 4:11-12).
- Must be loyal to the pastoral staff and a team player working in cooperation with all staff, board members, and ministry leaders within the church.

### **Confidentiality / Conflict Resolution**

Working as part of the staff will involve knowledge of sensitive information regarding staff and members of the church. The Church requires that a strict code of confidentiality of information be maintained. Employees are prohibited from storing or divulging information outside the Church (either in written or electronic form) about any matter of the Church’s business. See employee manual for further information and the policy statement on conflict resolution.