



## Job Description

**Position:** Worship Leader, Three Rivers Campus

**Reports to:** Worship Pastor, South Naperville Campus

**Schedule:** Part-time (24 hours/week; 1,200 hours per fiscal year); Hourly, Non-Exempt.  
Weekends required.

### Employment

**Classification:** Manager/Coordinator (C)

### Position Summary

The Worship Leader at The Compass Church is responsible for championing a healthy, vibrant worship culture and advancing the worship philosophy as directed by the Executive Pastor of Worship Arts and the Senior Pastor. In alignment with The Compass Church mission to *Find & Follow God*, this role provides spiritual leadership from the stage and helps create worship environments that invite people to encounter Christ, take next steps of faith and grow as disciples.

The Worship Leader leads the local congregation in engaging, Christ-centered worship experiences during weekend services and special events and serves as a key spiritual influencer within the Three Rivers Campus. As a collaborative member of the Arts Team, the Worship Leader works closely with central and Campus partners to craft worship experiences that support Campus health, growth and outreach. This role carries meaningful influence on worship attendance and the capacity of the Three Rivers Campus to effectively serve its community.

### Primary Responsibilities

#### *Spiritual Leadership & Culture*

- Live a healthy, balanced lifestyle that honors God, family and others.
- Demonstrate a stable, mature, vibrant and growing relationship with Jesus Christ, evidenced by the fruit of the Spirit.
- Actively live out and model The Compass Church mission to *Find & Follow God* in both personal life and ministry leadership.
- Enthusiastically support and advance The Compass Church mission, vision and strategic priorities.
- Affirm and model the Worship Arts Team vision, values and Central Model.
- Remain culturally relevant to effectively connect with both church and unchurched individuals.

#### *Worship Leadership & Musical Excellence*

- Serve as the primary worship leader for all weekend services at the Three Rivers Campus.
- Lead worship with excellence through clear communication, spiritual sensitivity, strong musical leadership and effective public speaking, including brief devotional moments or Scripture-based reflections during services.
- Demonstrate musical aptitude as a skilled instrumentalist and vocalist, including the ability to sing and/or play on pitch, maintain rhythm and timing, read music, harmonize and improvise as needed.

- Collaborate with the Central Music Team to plan musical elements for weekend services and special events.
- Rehearse bands and vocalists in preparation for worship services.
- Hold auditions and provide constructive evaluation and feedback to vocalists and musicians.

#### *Team Leadership & Development*

- Recruit, develop, shepherd and lead a healthy, effective community of worship leaders, band leaders, musicians and vocalists.
- Identify, train and raise up Team Leaders, key lay leaders who provide leadership, care and accountability within Worship Arts teams.
- Provide Spirit-led and strategically focused leadership to Three Rivers Campus Worship Arts volunteers in alignment with the broader church vision and values.
- Foster strong teamwork and communication among worship and production teams, upholding The Compass Church standards.

#### *Planning, Collaboration & Administration*

- Contribute to the planning and execution of weekend services and special events through collaboration with the Arts Team and other Campus ministries.
- Attend weekly brainstorming, planning and production meetings relevant to worship services and events.
- Schedule volunteers and contractors for weekend services using Planning Center.
- Communicate clearly and in a timely manner with ministry staff, key leaders and teams.
- Support the preparation and execution of online worship services.
- Manage assigned responsibilities within the limitations of the designated budget.
- Partner with and support other ministries and departments as needed, including but not limited to Care Nights, Student Ministries and Church-wide initiatives.

#### **Experience & Skills**

- Ability to lead worship from an instrument (guitar preferred).
- Strong musical literacy, including the ability to read music and proficiency with the Nashville Number System.
- Proficient with Ableton Live.
- Ability to teach vocal harmony.
- Strong, top-tier vocal ability.
- Effective communicator with the ability to speak publicly and offer clear, Scripture-rooted devotional leadership.
- Skilled problem solver with sound judgment and adaptability.
- 3–5 years of experience leading worship in a church of comparable size or complexity (1,000+ average attendance preferred).
- Experience leading worship teams comprised of both volunteers and staff.

#### **Additional Requirements**

- Pastors are called upon to provide spiritual care and shepherding to members of the church family and the communities we serve, as needed.
- Pastors may be asked to officiate pastoral functions including weddings, funerals, baptisms, communion and other ordinances or services of the church.
- Regular attendance at weekly ministry staff meetings.
- Attendance at monthly All-Staff meetings.
- Affirmation of The Compass Church Statement of Faith and theological alignment with The Compass Church and the Evangelical Free Church of America.
- Regular attendance at The Compass Church weekend worship services.

- Membership at The Compass Church within 12 months of employment (spouse included, if married).
- Maintain a working knowledge of Microsoft Office, Rock RMS and Planning Center.
- Demonstrate flexibility and a willingness to perform other duties as assigned.
- This position requires flexibility, including evenings, weekends and increased hours during major ministry seasons such as Easter and Christmas.

### **Campus Impact & Growth Expectations**

The Three Rivers Campus includes a 200-seat Worship Center and the capacity to serve up to approximately 400 people per weekend through multiple services. The Worship Leader plays a vital role in stewarding this opportunity by leading worship experiences that are compelling, excellent and spiritually formative. Through strong leadership, musical excellence and team development, this role significantly contributes to worship attendance, Campus growth and the overall effectiveness of the Three Rivers Campus in helping people *Find & Follow God*.