

JOB POSTING –

## ROCKHARBOR Church Costa Mesa

### Worship Pastor

#### **About Rockharbor**

Rockharbor is a non-denominational, multi-campus church with campuses in Costa Mesa and Mission Viejo, CA and Charlotte, NC. Our mission is to, “Build communities to reach every community.” Through our 20+ years as a church, we have always strived to be a church where people are encouraged to follow Jesus, become like Jesus and do what Jesus does. Because of this, we focus strongly on evangelism, biblical community, equipping others, pursuing justice and multiplication.

#### **About Our Worship ministry**

Worship at RH seeks to help our church (elders, staff, leaders, and congregation) understand why we worship, what happens when we worship, and how we can worship God in a way that honors Him. We long to see people worshipping God with all that they are: heart, mind, soul, strength. We believe that much of this is a teaching/modeling issue, and as we clarify, articulate and model our vision and values for worship, the culture of worship at RH will deepen. Our vision is to bless God as we inspire love and worship of God, invite the Spirit’s work in us, and invest in building up the Church. Before applying please make sure to read through Rockharbor’s Worship Vision & Values found at the end of this document.

#### **About the position**

This position is a full-time [40 hours/week with benefits] permanent position. This position reports to Tommy Larson. Staff members are expected to adhere to Rockharbor’s Leadership Guidelines [which can be provided upon request].

#### **How to apply [please read carefully, incomplete applicants will not be considered]**

If you are interested in the position, please do the following:

1. Review the job posting in detail, ensuring you meet the minimum qualifications.
2. Submit a COVER LETTER, RESUME, and WORSHIP SAMPLE (VIDEO PREFERRED) to Corrine Smith at [jobs@rockharbor.org](mailto:jobs@rockharbor.org)
3. Once your application has been received, you may be contacted for a phone or in-person interview. Due to the high volume of applicants, please allow us time to review your resume before contacting us on the status of your application.
4. If your application is disqualified, you will be notified via email.

**JOB DESCRIPTION –****ROCKHARBOR Church****Costa Mesa Worship Pastor****Primary Purpose of Position**

The Worship Pastor position exists to serve as a catalyst in driving the existing worship culture through vision, authenticity, innovation, and development.

**RHCM Campus Worship**

- Spiritually discern, hold, and oversee the vision and values for Worship at Rockharbor Costa Mesa.
- Intentionally maintain and build a clear path of development for volunteer Worship Leaders.
- Provide leadership, pastoral care, development, and appreciation for RHCM Worship Community.
- Lead worship for weekend celebration services, 3<sup>rd</sup> Wednesday Prayer and Worship Service, and other Rockharbor events as needed.
- Work in partnership with the RHCM Celebration Pastor and team to pray through, design, and lead the weekend celebration services.
- Communicate the weekend service framework effectively to all worship leaders and bands.
- Oversee and facilitate all Worship Community gatherings and events for the worship leadership teams and the larger RHCM Community.
- Oversee and hold values for songwriting, musical development, chords & chart creation in our worship database, and identify new songs to introduce to Rockharbor.
- Oversight of all RHCM Worship records from conception to production to delivery date.
- Oversee the scheduling process of Worship Leaders and Worship teams for RHCM weekend celebration services and events.
- Oversee the audition process of RHCM Worship Community volunteers.
- Oversee and create ways to provide RHCM ministries (i.e. Alpha) with worship resources and volunteers.

**All Church Worship**

- Oversee scheduling of worship leaders for all major Rockharbor events. (Easter, Good Friday, etc.)
- Partner and network with all RH Campus Worship Leaders to help all teams and leaders live out the RH Worship values.
- Oversee the Church Wide process of licensing songs used in weekend celebration services and on albums.
- Network with local and global worship leaders to plan events, collaborate, learn, and develop worship for the sake of Orange County and beyond.

**Miscellaneous**

- Oversee and manage the RHCM worship budget.
- Attend RHCM Celebration Service Meeting
- Hold regular RHCM Worship Dept. Meetings and establish regular one on one meetings with all RHCM worship staff.

## **Costa Mesa Staff Pastor**

Rockharbor employees with the title of pastor are expected to participate in shepherding the community beyond the roles included in their job description. Staff pastors are chosen based on their gifting, maturity, and Rockharbor role. When staff members are hired on as pastors or invited into the role, below are the expectations and responsibilities assumed.

### **Pastoral**

- Attend Pastor's Roundtable or required Pastoral team meetings.
- Be a pastoral presence at Costa Mesa Sunday services.
- Be available and equipped to do Pastoral One-on-ones both within one's specific ministry area and beyond.
- Go through the RH pastoral training.
- Partner with staff members and or volunteers to meet campus pastoral or crisis care needs.
- Provide pastoral coverage for weddings and funerals.
- Provide oversight, mentorship and accountability to RHCM Community Pastors.
- Be a spiritual leader/mentor to the Rockharbor community and model a godly lifestyle in marriage, family and ministry.

### **RH all-staff requirements**

- Attendance at weekly staff meetings.
- One hour of "rock time" to be spent weekly in prayer for RH ministry.
- Adherence to all leadership and employee guidelines as outlined in the employee Handbook.
- RH endeavors to conduct developmental reviews on an annual basis.

### **Qualifications**

- 5+ years of Worship leading experience in a church of more than 1,000 attendees
- Intimate and growing personal relationship with Jesus Christ
- Willingness to live in Costa Mesa or in one of its neighboring cities
- Leadership, organizational and time management skills
- Ability to facilitate and teach musical development to leaders and bands
- Skilled in more than one instrument
- Strong communications and discretionary skills
- Willing to support policies and leadership of Rockharbor
- Ability to cast and oversee implementation of vision within the ministry and ministry teams
- Open to the role of the Holy Spirit and has the ability to lead, discern and adapt to the ways the Spirit is moving throughout the community
- Ability to supervise and manage teams while also working in a team
- Be a pastoral presence in dealing with volunteers, leaders, and the RH Community.
- To be a positive person.
- Humble & teachable servant attitude
- Spiritually discerning in life and in the context of leading worship.
- Theologically consistent with RH's statement of faith.

**Supervisor:** Tommy Larson

**Position:** Full-time/Regular/Salary Exempt

**Ministry:** Worship

**Hours/schedule:** Sun – Thurs 40 hours

# RHW Vision & Values

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RH Worship ministry's vision is to **BLESS GOD** as we: ***INSPIRE*** love and worship of God, ***INVITE*** the Spirits work in us, and ***INVEST*** in building up the Church and her worship leaders.

## **WORSHIP VALUES: for all worshippers**

### **FOR GOD**

PSALM 115:1 // REVELATION 5:12-14 // PSALM 96:1-4

OUR ULTIMATE AIM IN WORSHIP IS TO BLESS GOD BY BRINGING HIM LOVE, HONOR, GLORY, POWER, AND PRAISE THROUGH OUR SONGS, POSTURES, PRAYER, AND OUR OFFERINGS.

### **HUMBLE**

JOHN 4:23-24 // LUKE 18:8-14 // JOHN 3:30 // 1 CORINTHIANS 2:2

IN THE MIDST OF OFFERING OUR BEST WORSHIP TO GOD, WE WANT TO DRAW ALL ATTENTION TO CHRIST, NOT TO OURSELVES.

### **SACRIFICIAL**

ROMANS 12:1 // HEBREWS 13:15-17 // PSALM 96:8 // 1 CHRONICLES 16:29

OUR RESPONSE TO GOD'S WORTH LEADS US TO SACRIFICE IN OUR WORSHIP. HE IS ALWAYS WORTH OF OFFERINGS AND THE SACRIFICE OF PRAISE AND THANKSGIVING.

### **RESPONSIVE**

ROMANS 12:1 // 2 CORINTHIANS 3:17 // JOHN 4:23-24

WE BELIEVE THAT WORSHIP IS A RESPONSE TO THE LIVING, MOVING, ACTIVE GOD. WE RESPOND TO WHO HE IS THROUGH THANKS, PRAISE, SURRENDER, AND WE ACTIVELY RESPOND TO WHAT HE DOES AND SAYS TO US THROUGH HIS SPIRIT.

### **EXPECTANT**

PSALM 100:4//PSALM 64:5-13

GOD IS HOLY AND DESERVING OF OUR ANTICIPATION. WE WORSHIP A GOD WHO LIVES, WHO HEARS US, AND WHO

RESPONDS TO OUR PRAISE. WE VALUE APPROACHING GOD WITH HEARTS THAT ARE REVERENT, PREPARED AND FULL OF FAITH.

## **WORSHIP LEADING VALUES: For worship leaders, worship teams & pastors/hosts.**

### **BIBLICAL**

JOHN 4:23-24//PSALM 119:4

WE SEEK TO BRING GOD SONGS AND PRAYERS THAT ARE CONSISTENT WITH AND INCLUDE SCRIPTURE AND BIBLICAL THEOLOGY.

### **SPIRIT LEAD**

JOHN 4:23-24//2 CORINTHIANS 3:17//EPHESIANS 5:18-20

WE COME BELIEVING THAT THE HOLY SPIRIT WORKS IN AND THROUGH US AS WE WORSHIP. WE WANT TO HAVE EYES AND EARS OPEN TO RESPOND TO HIS LEADING AS WE PREPARE AND DURING TIMES OF WORSHIP.

### **PASTORAL**

1 CORINTHIANS 11:1//PSALM 34:3,8//PSALM 95:6-7

AS WORSHIP LEADERS, WE MUST SHEPHERD PEOPLE TOWARD RECOGNIZING, ENGAGING WITH AND BLESSING GOD. WE MUST MEET WITH OUR PEOPLE AND HELP THEM IN THEIR JOURNEY OF MEETING WITH GOD.

### **TEAM**

PSALM 34:3//1 CORINTHIANS 12

WE BELIEVE IN A DIVERSITY OF LEADERSHIP, FUNCTIONING TOGETHER AS THE BODY OF CHRIST, SO THAT THROUGH A VARIETY OF GIFTS, CALLINGS, AND EXPERIENCES, WE CAN LEAD OUR COMMUNITY IN UNITY TOWARD ENCOUNTERING GOD.

## **CLEAR PATH (JOURNEY TOWARD ENCOUNTER)**

WE BELIEVE THAT WORSHIP IS A CONVERSATION WITH GOD – EXACTLY IN THE SAME WAY PRAYER IS. WE SEEK TO LEAD TIMES OF WORSHIP THAT ARE CLEAR SO THAT IT WILL ENABLE PEOPLE TO COMMUNICATE WITH GOD IN A MEANINGFUL AND AUTHENTIC WAY.

## **REFLECTION QUESTIONS FOR WORSHIP**

### **FOR GOD**

- Did we worship today in a way that would please God (from what we see biblically)?
- Did it seem like our goals/efforts were more geared toward people or God?

### **HUMBLE**

- Was God and His glory at the center of our worship time today?
- Did anything happen that distracted from worship of God?

### **SACRIFICIAL**

- What did this time of worship cost us?
- As a church or individuals, are we still stretching/risking in our worship times?

### RESPONSIVE:

- What did we sense God saying to us, or leading us toward?
- Were we courageous and obedient in what we felt Him calling us to?
- Was there time/space to listen for His voice or discern His work?
- Was there anything we missed or resisted? And why?

### EXPECTANT

- Did we enter our time of worship expecting God to work?
  - Were we distracted or impatient with our time of worship?
  - Did we enter this time of worship well prepared to meet with God?
  - Was there a call to worship that helped us lift our eyes?
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### BIBLICAL

- What did this time of worship cost us?
- As a church or individuals, are we still stretching/risking in our worship times?

### SPIRIT LED

- What was God doing/saying during our time of worship, do you feel like we responded to this leading?
- Did you feel that God wanted to do something that we missed or skipped over?
- Did it feel rushed or like a carbon-copy of another service?

### PASTORAL

- were we able to gather/guide people before moving them into a time of worship
- was there a clear path or purpose in worship?
- Was the time of worship accessible to our people (easy enough to follow)
- Did the worship leader help shepherd our people in this time
- Were the talking parts clear?

### TEAM

- Did we trust each other as a worship team/worship leaders to discern what God was doing?
- Was there a sense of connection/team work between worship leader/team/pastors/hosts/message
- Did we prepare well in team?
- Are there voices/contributions that are being overlooked or left out that we need to call forward?

### CLEAR PATH

- Did the service make sense and lead us to encountering Jesus?
- Did it facilitate a conversation with God?