E2CHURCH

Worship Pastor Job Description

Pastoral Leadership Worship Culture Team Development Experience Alignment

Position detail	Working definition
Position type	Full-time salaried exempt position subject to final classification review
Department	Worship and Experience Ministries
Reports to	Lead Pastor with operational accountability to the Operations Pastor
Direct oversight	Worship staff, worship leaders, music directors, vocalists, musicians, producers, and assigned eTeam leaders
Schedule	Regular Sundays and Wednesdays and on-site ministry in the Sacramento region, with flexibility for rehearsals, events, recording, holidays, conferences, and peak seasons

Role Summary

The Worship Pastor provides pastoral, spiritual, cultural, musical, and organizational leadership for E2 Church's Worship ministry. This leader builds people and culture, not only services, developing worship leaders, music directors, vocalists, musicians, producers, and volunteers who lead with spiritual depth, relational health, musical excellence, and dependable preparation. The role also helps align Worship, Programming, Production, and Creative around one cohesive worship experience while preserving each department's functional ownership.

Key Responsibilities

- Translate the Lead Pastor's worship and ministry vision into E2 worship values, team behaviors, spiritual rhythms, and preparation standards, building from positive conviction rather than comparison or reaction.
- Pastor, disciple, coach, and care for worship staff and eTeam leaders while protecting spiritual formation, unity, accountability, healthy boundaries, and appropriate confidentiality.
- Build a repeatable pathway for recruiting, auditions, onboarding, coaching, advancement, rest, and succession, developing bench strength for every essential role.
- Develop vocalists and musicians in spiritual leadership, musical skill, ensemble strength, arrangements, dynamics, rehearsals, transitions, charts, click, tracks, and congregational leadership.
- Lead or assign worship for Sundays, Wednesday gatherings, and approved events; own set development, musical direction, scheduling, rehearsals, readiness, backup plans, and debriefs.
- Build the E2 Worship Collective and worship school as pathways for songwriting, original music, recording, production, and development of emerging vocalists, musicians, writers, and producers.
- Partner with Programming, Production, and Creative to move approved pastoral direction into integrated service plans, clear ownership, deadlines, technical readiness, visual expression, and completed follow-through.

Qualifications

- Seven or more years of progressive local-church worship leadership with meaningful responsibility for people, culture, services, and team development; equivalent ministry experience may be considered.
- Demonstrated pastoral maturity, spiritual health, biblical grounding, relational courage, cultural intelligence, and ability to receive leadership from the Lead Pastor.
- Proven success recruiting, developing, coaching, and multiplying worship leaders, music directors, vocalists, musicians, and volunteers, beyond personal platform ability.
- Strong vocal and/or instrumental leadership with sound judgment in keys, arrangements, dynamics, rehearsals, transitions, charts, tracks, and team readiness.
- Experience collaborating across Worship, Programming, Production, Creative, Communications, and pastoral leadership, with strong communication, planning, budgeting, conflict-resolution, and follow-through.
- Working knowledge of worship-planning tools and workflows; willingness to establish an on-the-ground life in the Sacramento region. Pastoral credentialing and a related degree are preferred.

Compensation and Benefits

An approved salary range will be shared during the application process. E2 Church contributes 50 percent toward eligible employee and enrolled family health-insurance premiums and provides paid time off, paid sick leave, church holidays, and applicable staff benefits under current plan terms and church policy.

How to Apply

Complete the E2 Church Job Application and submit it with your resume and relevant role-specific materials. A background check will be conducted as part of the hiring process.