



Worship Pastor

Job Description

Job Title: Worship Pastor

Reports To: Senior Pastor

Position Type: Full-Time

Location: Hmong American Alliance Church (HAAC), Maplewood, MN

Starting Date: January 1, 2026

PURPOSE: The Worship Pastor is responsible for planning, coordinating, and leading the worship ministry of the church in a way that glorifies God and engages the congregation. This individual provides spiritual and musical leadership that fosters a Christ-centered culture of worship through music, media, and the arts.

SUMMARY OF DUTIES: Lead Sunday worship services with excellence and authenticity. Select and prepare music that aligns with the message and supports the spiritual direction of the church. Shepherd and spiritually lead the congregation in passionate, Christ-exalting worship.

REQUIREMENTS: The successful candidate shall:

1. Be a born-again Christian.
2. Be accredited or ordained through the HD of the C&MA.
3. Have a heart for lost people.
4. Love Christ's church.
5. Have exceptional leadership and communication skills.
6. Have the ability to work effectively independently.
7. Have strong organizational and leadership skills.
8. Have superior interpersonal skills working with a variety of people (all generations).
9. Have the ability to build and lead volunteer teams.
10. Be pleasant, discreet, tactful, and capable of honoring confidential communications.
11. Be a team player.

RESPONSIBILITIES: To perform this job successfully, an individual must be able to perform the following duties satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. There may be alternatives to the qualifications as the Board of Elders and Senior Pastor deem appropriate.

1. Oversee and organize the *Worship Ministry*.
2. Recruit, train, and shepherd worship team members (musicians, vocalists, and tech volunteers). Schedule and coordinate worship team practices and service roles.
3. Provide ongoing development, encouragement, and discipleship to team members.
4. Manage worship ministry scheduling, planning, and communication using tools such as Planning Center (or equivalent).
5. Maintain and steward church musical instruments, sound systems, and other related equipment. Prepare and oversee the worship ministry budget.
6. Provide spiritual care and encouragement to worship team members.
7. Model a lifestyle of worship both on and off the stage.
8. Encourage the church body to live lives of worship throughout the week.
9. Provide care for the members within the church, including hospital visits and follow-up.
10. Articulate and implement HAAC's vision.
11. Consistent communication with key leaders.



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12. Work closely with the Senior Pastor to analyze effectiveness of the ministry and adjust as needed.
13. Oversee and assist the various ministries and outreaches of HAAC as designated by the Senior Pastor and/or the Board of Elders.
14. Perform other duties as assigned by the Senior Pastor and/or the Board of Elders.
15. Assist the Senior Pastor and the Board of Elders in shepherding the church through intentional love, prayer, and visitation.
16. Assist the Senior Pastor in shouldering and leading the church into a knowing, loving, and obedient relationship with Jesus Christ.

BENEFITS: Salaried, paid holidays, vacation, and 403B investment in accordance with the Employee Policy.

PHYSICAL AND/OR ENVIRONMENTAL DEMANDS: The physical and environmental demands described here are representative of those encountered and/or necessary for the employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Ability to work effectively in an environment with frequent interruptions and distractions.
2. Ambulatory skills: ability to transfer weight up to fifty pounds; ability to stand, walk, sit, stoop, kneel; possess hand-eye coordination and arm/hand/finger dexterity.
3. Ability to speak, hear, smell, and exercise visual acuity.
4. Driving/travel requirements for this position may require moderate to frequent driving; therefore, a valid driver's license is required.