



Worship Pastor

Heartland Community Church in Olathe, KS

About Heartland

Heartland was born in 1986 out of the desire to reach those in our community who most churches did not reach. For decades, God has used Heartland to ignite faith in a new generation by creating welcoming environments for people to bring their questions, doubts, and desires to God. In 2021, the church restructured its leadership model from a traditional “Senior Pastor Led” model to a “Team Lead” model, and the church and staff have been experiencing the benefits of this change. Having navigated the choppy waters of leadership transition, mission creep, and a worldwide pandemic, today Heartland’s vision for the future is strong and thriving. The congregation has grown back to a healthy core of roughly 900 people, and the time is once again ripe to build a church that makes a difference in Kansas City.

About the Opportunity

At the core of our “Jesus First” mission is our Sunday worship services. For decades, Heartland has been known for offering creative and excellent worship services. With the shift in our leadership model and stabilization of our volunteer teams, the time is now right for the next catalytic and passionate leader to help us create services that engage the heart and mind of those closest to God and those who are farthest out. This opportunity is ideal for

someone who has experience building a culture of worship and gospel storytelling, and who can see the beautiful potential hiding within our current structures and systems.

The Worship Pastor reports to the Lead Teaching Pastor and oversees the entirety of the Sunday service team and program, from platform to production. They will need to be able to manage budgets and people, identify improvements to our production gear and processes, value livestream as a viable “front-door” to connections to Heartland, and love leading leaders. Though they will oversee the worship services, he or she will also lead worship from the stage frequently enough to be familiar to the congregation and a supportive coach to the other worship leaders and Worship Director. One of the long-term goals of this role is to build a healthy and thriving team of creatives who are empowered to lead. As such, this role has tremendous potential for creating a culture and team that shapes the church community for years to come.



[LEARN MORE AT HEARTLANDCHURCH.ORG](https://www.heartlandchurch.org)

Key Responsibilities:

- Work with the Lead Teaching Pastor to develop all Worship Arts and Production teams, including musicians, audio, video, technical, livestream, etc.
- Work with the Worship Director to recruit, build, lead, and shepherd thriving musicians.
- Recruit or hire a Production Director to build, lead, and shepherd thriving volunteer production teams, including lighting, video, livestream, audio, etc.
- Program weekend services alongside the Lead Teaching Pastor and Worship Director, with the ability to look forward multiple weekends.
- Seek out new, creative program ideas to implement into services
- Meet regularly with the Weekend Experience team to pursue ongoing spiritual and professional growth opportunities.
- Lead with a servant's heart and maintain a ministerial perspective of encouraging edifying, appreciating, and caring for all volunteers.
- Live out Baseline Commitments of being part of the Heartland Staff Team and your team.



What a Strong Candidate Would Look Like:

- Passionate follower of Jesus with a strong sense of call to ministry.
- Commitment to Heartland's purpose, mission, vision, and core values.
- Competent in modern worship culture, both as a worship leader and as a technical director, with demonstrated proficiency in music, music production, creative vision and production, and public communication.

- Adept at using modern production gear and applications (Planning Center, Ableton Live, ProPresenter, etc.) to design and perform worship services, including audio, lighting, stage builds, video capture and editing, livestream, etc.
- Proven track record of demonstrating these strengths in past and/or current ministry settings.
- Desire to mentor and grow next-generation leaders.
- Self-motivated and self-managed, yet loves to do life as a team.
- Possesses excellent administrative skills to manage staff and business details, such as budget, licenses, legal considerations, building projects, and digital archives.
- Understanding for how to work with a Lead Pastor, including baseline executive functions, dynamic communication styles, alignment with organizational goals, and an attention to spiritual formation within the community.
- Prefer someone who has a vision for writing and producing their own worship music and has participated in high-level projects.
- Ministry degree from an accredited college or university is desired, but not required.



This is a full-time role with salary and full benefits, with a salary range determined by the candidate's experience and educational background, along with local MinistryPay benchmarks, which set the starting base salary for this role at \$65k.

Think you or someone you know might be a good fit for this role?

Apply online at heartlandchurch.org/WorshipPastor