



DO WHAT
YOU LOVE.



LINK CHURCH
WORSHIP & CREATIVE PASTOR
JOB PROFILE



A person with a backpack is walking from left to right in the foreground. In the background, the Manhattan Bridge spans a river, with city buildings and trees visible. The scene is lit with the warm, golden light of sunset.

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THIRTY NINE

WE EXIST TO BRING
TRANSFORMATION
TO PEOPLE AND
ORGANIZATIONS
ONE STRONG HIRE
AT A TIME



THE LINK CHURCH STORY

“No heartbeat! I’m not getting a heartbeat — the baby has no heartbeat!” Those were the frantic words heard from the doctor on the morning of August 26, 2014. What was expected to be a normal delivery for Pastors Mark and Jen Watson became a day of tears, prayer, and complete trust in God. Pastor Jen was rushed into emergency surgery for a C-section after doctors discovered their son was choking on the umbilical cord each time he tried to make his descent. Doctors warned he might need time in the NICU and could face developmental delays. Yet, through the miraculous power of God, he spent no time in the NICU and today is a healthy, thriving young boy with no setbacks. To God be the glory. During Pastor Jen’s recovery, Pastor Mark sensed the Lord speaking: “What your son experienced in the natural, many in the city of Charlotte are experiencing in the spiritual.” God revealed that countless people were “choking” as they tried to move forward in life — choking on fear, addiction, depression, sin, and religion. The assignment was clear: God wanted Pastor Mark to go to Charlotte, North Carolina, and plant a life-giving church where freedom reigns — where people can live life connected.

In December 2016, the Watson family left New Jersey in obedience to God’s call. Less than a year later, on October 1, 2017, Link Church was born — a place where people could live life connected: connected to God, connected to people, and connected to purpose. From day one, Link Church experienced God’s favor. Launch Sunday was filled with vibrant worship, a powerful word, and people joining the church that very first day. But the journey wasn’t without challenges. When COVID-19 hit, like many churches across the world, Link was forced to close its physical doors. For much of 2020, services took place online through Zoom and YouTube. Later that year, a nearby church opened its doors for Link to host afternoon services. Soon after, Pastor Mark felt the Holy Spirit leading the team to find a permanent home. After months of prayer and searching, the church discovered a building that felt right — although it was across town. After seeking God and discussing the move with the leadership team, they knew this was His plan. In September 2021, Link Church relocated to its current Charlotte location, stepping forward in faith — and the Lord has continued to move powerfully ever since.

Since that move, Link Church has experienced remarkable growth — not just in numbers, but in spiritual depth and cultural impact. The vision has never been to be the biggest church in Charlotte, but the best. Link is committed to a culture of excellence and connection: First, to connect people to God. A consistent relationship with God is the key to abundant life on earth. Secondly, to connect people to people. Life is done best in community, not isolation. Lastly, is to connect people to purpose. The late Dr. Myles Munroe said, “Living without purpose is worse than death.” In a city that welcomes more than 150 new residents every day, Link Church is uniquely positioned to reach people from all walks of life. As a Christ centered, Spirit-led ministry, Link continues to see lives changed, families strengthened, and generations impacted. For those with a heart for God’s presence, creativity, and community, Link Church represents more than a job — it’s an opportunity to join a movement. The story is still being written, and the team is growing. Come help build what God is doing in Charlotte. Come live life connected.

LINK CHURCH

VISION & MISSION

VISION: Live life connected.

MISSION: We help people live life connected - connected to God, connected to people, and connected to purpose.

CORE VALUES

- **Jesus Is Our Priority** - Everything we do is centered on honoring and following Him.
- **Community Is Our Identity** - We believe we are stronger and better when we are together.
- **Generosity Is Our Normal** - We give freely and joyfully because God has given so much to us.
- **Reaching Others Is Our Purpose** - We are called to share the life-changing hope of Jesus with everyone.
- **Relationship Is Our Currency** - We build authentic, meaningful connections that reflect God's love.
- **Excellence Is Our Floor** - We strive to give our very best as an act of worship and honor to God.
- **Worship Is Our Passion** - We live to glorify God with all that we are and all that we do.

JOB SUMMARY

The Worship & Creative Pastor at Link Church will lead the way in shaping the sound, style, and spirit of worship while overseeing the creative expression of our church across all platforms. This role is for a hands-on leader who carries both a pastoral heart and creative excellence — someone who can steward God's presence in worship and inspire a culture of innovation that reflects the heartbeat of Link: living life connected to God, people, and purpose.

WE ARE ONE THIRTY NINE

PERSONAL PROFILE

- Spirit-Led & Presence-Driven: Filled with the Spirit and deeply sensitive to the Holy Spirit's leading.
- Authentic Worshiper: Lives a lifestyle of worship beyond the stage.
- Biblically & Theologically Grounded: Demonstrates a solid understanding of Scripture and sound theology.
- Pastoral Heart: Genuinely cares for and shepherds people.
- Team Developer: Builds, mentors, and empowers others to grow in their gifts.
- Collaborative: Works well with others across departments and leadership levels.
- Culture Builder: Models and reinforces the values and DNA of the church.
- Adaptable: Thrives in a growing, fast-paced, and ever-changing ministry environment.



PERSONAL PROFILE

- Innovative Thinker: Brings creative solutions and fresh ideas to ministry challenges.
- Technically Competent: Comfortable with worship technology, systems, and production tools.
- Teachable: Welcomes feedback and pursues continual learning and growth.
- Emotionally Intelligent: Maintains self-awareness and relational sensitivity under pressure.
- Bachelor's Degree (Minimum): Bible college or ministry training in worship, theology, or creative arts is preferred but not required.
- Strong Speaker/Preacher: Communicates effectively from the stage with clarity and passion.



ESSENTIAL DUTIES & RESPONSIBILITIES

Lead Worship for Sunday Experiences, First Wednesday, & Special Events:

- Plan and lead Spirit-led, engaging worship experiences that align with the message and culture of Link Church.
- Input and schedule songs monthly into Planning Center.
- Oversee worship flow, band, setlists, arrangements, and transitions to create a cohesive and impactful service.

Develop Worship & Creative Teams:

- Recruit, train, and disciple worship and creative team members both spiritually and practically.
- Schedule worship team members, production team members, and band team members weekly in Planning Center.
- Organize and lead rehearsals, meetings, and team nights to develop skill and community.
- Attend regularly scheduled volunteer nights.

Oversee Creative Direction:

- Help cultivate the creative vision for services along with the leadership team, for sermon series, and special events (visuals, stage design, lighting, storytelling).
- Collaborate with pastoral and production teams to ensure creative and spiritual alignment across all expressions.
- Infuse innovation and fresh ideas into worship, design, and digital content.



ESSENTIAL DUTIES & RESPONSIBILITIES

Manage Digital & Media Expression:

- Oversee creative content for social media, video, and online platforms.
- Guide photography, design, and branding to maintain a unified visual identity for Link Church.
- Produce digital storytelling, reels, and campaigns that amplify the church's mission and voice.

Steward Systems & Structure:

- Manage worship and creative budgets, schedules, and tools (Planning Center, ProPresenter, etc.).
- Partner with production teams to ensure technical excellence in sound, lighting, and livestream.
- Maintain strong organization, communication, and preparation across all services and creative projects.
- Attend weekly staff meetings.

Collaborate & Innovate:

- Partner closely with Lead Pastors to bring vision to life through creative communication and worship design.
- Contribute to sermon planning, special event ideation, and creative storytelling.
- Stay current with worship, creative, and media trends to keep the ministry fresh and relevant.



EXPERIENCE & COMPETENCIES

Worship Leadership:

- 3–5 years of leading worship in a local church setting, preferably in a contemporary context.
- Proven ability to lead a congregation in Spirit-led, engaging worship experiences.
- Experience building and directing a full worship team (vocals, band, and production).

Team Development & Leadership:

- 2–3 years of experience recruiting, training, and discipling volunteers or staff in worship or creative ministry.
- Demonstrated ability to develop musicians, vocalists, and creatives both spiritually and practically.

Creative & Production Oversight:

- Experience managing creative projects — from stage design and service flow to digital content, branding, or media production.
- Experience with church creative tools such as Planning Center Online, ProPresenter, Ableton Live, and basic audio/lighting systems.

Collaboration & Pastoral Partnership:

- Experience working alongside pastors or leadership teams to align worship and creative elements with the church's vision and teaching.

Digital & Media:

- Experience in social media content creation, video production, or graphic design.
- Understanding of how to translate in-room worship culture to online and digital platforms.



CHARLOTTE, NC

Charlotte, North Carolina, is a dynamic city that blends Southern hospitality, urban energy, and a strong sense of community. As one of the fastest-growing cities in the Southeast, Charlotte—affectionately known as the Queen City—offers a vibrant lifestyle marked by opportunity, culture, and connection. With a thriving skyline, booming creative and tech scenes, and a wide variety of neighborhoods, Charlotte is a place where ambition meets authenticity.

The city is home to everything from quiet suburban streets to bustling urban districts, each with its own charm. Whether you're exploring trendy coffee shops in South End, catching live music in NoDa, or hiking the nearby Carolina trails, there's something for everyone. Residents enjoy green spaces like Freedom Park and the Little Sugar Creek Greenway, along with access to professional sports, acclaimed restaurants, and top-tier schools.

Ask locals what they love about Charlotte, and you'll hear about "weekends at Panthers games", "food truck festivals in the park", and "sunset views from rooftop patios." With its unique blend of big-city ambition and small-town warmth, Charlotte truly feels like home.

WHO WE ARE

We are bold. We are diverse. We are the catalyst for transformational change by connecting dynamic leaders, driven by a unique calling, equipping & empowering them to create exponential impact.

OUR WHY

We exist to bring transformation to people and organizations, ONE strong hire at a time.

OUR VALUES

EXPERTLY SKILLED
WILDLY EFFECTIVE
AUDACIOUSLY INNOVATIVE
BOLDLY AUTHENTIC
PASSIONATELY TRANSFORMATIONAL
UNUSUALLY GENEROUS

