



DO WHAT
YOU LOVE.



IMPACT CHURCH
WORSHIP PASTOR
JOB PROFILE



A person with a backpack is walking from left to right in the foreground. In the background, the Manhattan Bridge is visible, illuminated by the warm light of a sunset. The bridge's steel structure and suspension cables are prominent. To the right, a large stone archway of a building is visible. The overall scene is a city street at dusk.

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THIRTY NINE

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

THE IMPACT CHURCH STORY

In 2008, a group of 36 people began meeting in a garage with the hope of planting a church where people could truly learn to follow Jesus and reach their full potential in Christ. Shortly after, Impact Church was launched.

In March 2017, Pastor Jason was invited to become the Lead Pastor of Impact Church, and it has been exciting to see all that God has done since then. Soon, a second service was added—and eventually a third—to accommodate the growing numbers. Along the way, Impact has seen marriages restored, addictions broken, lives changed, and hundreds commit their lives to Christ, making their decision public through baptism.

Today, more than a thousand people from many different backgrounds call Impact Church home. Through inspiring worship services, Bible-based teaching, authentic small groups, and generous service both inside and outside the church, Impact is reaching the community with the hope of Christ. Whether you're new to church, have been a Christian for many years, or are looking for a fresh start—you're welcome here. God is still writing our story, and we would love for you to be part of it!

IMPACT CHURCH VISION & MISSION

VISION: Lost people saved, saved people disciplined, disciplined people mobilized.

MISSION: To equip people to love God, love others, and impact their world for Christ.

CORE VALUES

- Love God
- Honor People
- Pursue Excellence
- Live Generously
- Have Fun
- Go First

JOB SUMMARY

The Worship Pastor will be responsible for creating worship experiences that make it easy for people to connect with God in an authentic way, while also leading the worship team in their personal and professional development.



PERSONAL PROFILE

- A vibrant, growing relationship with Jesus and a heart of worship.
- Passion for people — truly loves the church, the team, volunteers, and congregation.
- Humility, integrity, teachability, and emotional maturity.
- Solid biblical and theological foundation, with the ability to ensure worship aligns with doctrine and vision.
- Musical competency and creativity — able to lead worship well in a live church environment.
- Ability to plan, organize, and execute worship services (song selection, flow, production, transitions).
- Strong leadership in volunteer and team building — recruiting, mentoring, and growing musicians and production teams.
- Excellent communication and collaboration skills with senior leadership, production, and other ministries.
- Cultural fit with Impact Church's vision, values, and context (multi-service, growth-oriented, missionally engaged).
- A discipleship mindset — sees worship as part of spiritual formation, not merely performance; helps people draw closer to God through worship.
- A bachelor's degree or higher is preferred, along with a minimum of one year of experience leading worship in a church of similar size and culture.
- Communicates God's Word clearly and effectively, both on and off the platform.

ESSENTIAL DUTIES & RESPONSIBILITIES

Spiritual Leadership:

- Model a lifestyle of authentic worship both on and off the platform.
- Lead the congregation in passionate, Spirit-led worship that aligns with the vision and values of Impact Church.
- Shepherd and disciple worship and production team members, helping them grow spiritually and personally.
- Pray regularly for the people, team, and services, pursuing God's presence above performance or perfection.

Service Planning & Creative Development:

- Collaborate weekly with the Lead Pastor to design worship experiences that support the sermon theme and overall vision.
- Plan and coordinate all elements of Sunday worship services, including music, flow, transitions, and creative moments.
- Select songs that are biblically sound, theologically rich, and culturally relevant for Impact's multi-generational congregation.
- Integrate Scripture, prayer, and other creative elements (visuals, videos, testimonies) that enhance worship and point people to Jesus.



ESSENTIAL DUTIES & RESPONSIBILITIES

Team Leadership & Development:

- Recruit, train, schedule, and equip musicians and vocalists for multiple services.
- Build a healthy, unified worship culture marked by excellence, humility, and teamwork.
- Provide ongoing coaching and development to team members—musically, spiritually, and relationally.
- Lead effective rehearsals that prepare the team both musically and spiritually for Sunday.
- Identify and mentor emerging worship leaders and musicians to multiply leadership capacity as the church grows.

Collaboration & Communication:

- Partner with the Creative, Production, and Communications teams to ensure consistent excellence and alignment across all worship environments.
- Work with Next Gen ministries (Students, Kids) to help create a unified worship culture across all ages.
- Communicate clearly with team members about expectations, scheduling, setlists, and updates.
- Participate in weekly staff meetings, leadership retreats, and vision-casting sessions as part of the Impact Church staff team.



ESSENTIAL DUTIES & RESPONSIBILITIES

Administration & Systems:

- Oversee the worship budget, ensuring wise stewardship of resources.
- Utilize Planning Center (or equivalent software) for service planning, scheduling, and communication.
- Maintain an organized music library and manage licensing (CCLI, streaming, etc.).
- Develop and refine systems for onboarding, training, and evaluating worship and production volunteers.

Creative Oversight & Excellence:

- Set and maintain high standards for musical quality, stage presence, and production—without compromising authenticity.
- Stay current on worship trends and new songs that fit Impact's voice and style.
- Work with the Production Team to ensure sound, lighting, and visuals enhance rather than distract from worship.
- Collaborate on special services and events (Easter, Christmas, Nights of Worship, Week of Prayer and Praise, etc.).

Culture & Vision Alignment:

- Champion the mission of Impact Church: helping people experience God, find community, discover purpose, and make an impact
- Ensure the worship ministry reflects and reinforces the church's values of excellence, authenticity, unity, and generosity
- Lead in a way that fosters a "we, not me" team culture and integrates fully with the broader ministry of Impact Church
- Support church-wide events and initiatives with a servant's heart and collaborative spirit



ROCK HILL, SC

Rock Hill, South Carolina is a vibrant city that blends small-town charm, outdoor adventure, and big-city access. Just 25 minutes south of Charlotte, Rock Hill offers the perfect balance of community connection and urban convenience. It's one of the fastest-growing cities in the Carolinas—a place where families put down roots, neighbors know each other by name, and opportunity is always around the corner. Built around family, faith, and forward momentum, Rock Hill is known for its beautiful parks, greenways, and award-winning schools. The city's thriving downtown is alive with local restaurants, live music, and community events, while its growing economy supports a strong network of local businesses and startups. Whether you're paddling the Catawba River, catching a Winthrop University game, or heading up the road for a Carolina Panthers or Charlotte FC match, there's something for everyone here.

With its affordable cost of living, friendly people, and strong sense of place, Rock Hill is more than just a commuter city or weekend destination—it's a place where people grow deep roots and make a lasting impact.

Ask locals what they love about Rock Hill, and you'll hear about "bike rides through the greenway," "Friday night lights and family-owned diners," and "a community that feels like home." With its mix of connection, culture, and convenience, Rock Hill is the kind of place where life truly flourishes.

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

