

GATEWAY CHURCH

890 Sarnia Rd. London ON N6H 5K1
519-473-2804

Job Title: Worship & Production Pastor

Position: Full-Time

Wage range: \$55,000 - \$70,000 Annual Salary

Location: Gateway Church - 890 Sarnia Rd., London

Reports to: Associate Pastor

Overview:

Gateway Church is a vibrant and dynamic multi-campus community that helps people take a step in the right direction toward discovering and developing a relationship with Jesus. We are passionate about creating an environment where individuals can experience spiritual growth, authentic community, and meaningful relationships. As we continue to grow, we are seeking a highly motivated and dedicated Worship & Production Pastor to join our team and provide spiritual, creative, and organizational leadership to the ministry of Gateway Church.

Position:

The Worship and Production Pastor is responsible for shaping and overseeing the worship and production ministries across Gateway Church's campuses. This role provides vision, direction, coaching, and pastoral leadership to worship and production teams while ensuring that Sunday experiences and special gatherings are spiritually engaging, well planned, and aligned across the church. The Worship and Production Pastor will regularly lead worship, develop the worship and production teams, collaborate with campus and pastoral leadership, and create systems that allow the worship and production ministries to grow effectively as Gateway expands. Although this position will oversee the Production team, the ongoing support, troubleshooting, purchase, and maintenance of production equipment will not be the responsibility of this position.

Key Responsibilities:

1. Worship and Production Team Leadership

- Provide spiritual, pastoral, and organizational leadership to worship and production teams across all Gateway Church campuses.
- Develop and maintain a unified worship culture that reflects the mission, vision, values, and theology of Gateway Church.
- Work closely with campus pastors, worship leaders, production leaders, and the Weekend Experience Strategy Team to plan cohesive and meaningful Sunday experiences.

- Provide coaching, direction, encouragement, and accountability to worship and production team leaders.
- Establish clear expectations for team culture, preparation, communication, rehearsals, and ministry excellence.
- Foster strong relationships and effective collaboration between worship and production teams.
- Help each campus maintain a consistent Gateway worship identity while responding appropriately to its local congregation and ministry context.
- Provide pastoral care, prayer, encouragement, and spiritual support to team members.
- Participate actively as a member of the pastoral and ministry leadership team.

2. Worship Leading

- Regularly lead worship during Sunday experiences, prayer gatherings, conferences, special events, and other church-wide ministries.
- Cultivate worship environments that are Christ-centred, biblically grounded, spiritually sensitive, and accessible to the congregation.
- Work with staff and volunteers to select songs and worship elements that support the message, ministry season, and spiritual direction of the church.
- Model humility, spiritual preparation, musical excellence, and servant leadership.
- Help worship teams balance musical quality, congregational participation, creativity, and sensitivity to the leading of the Holy Spirit.
- Develop other worship leaders who can lead effectively across campuses and ministry environments.

3. Volunteer Recruitment and Development

- Recruit worship leaders, musicians, vocalists, production volunteers, and other supporting team members.
- Create clear onboarding and orientation processes for new volunteers.
- Develop training pathways that help volunteers grow spiritually, relationally, and practically.
- Identify emerging leaders and provide meaningful opportunities for increased responsibility.
- Coach team members through regular feedback, encouragement, evaluation, and personal development.
- Build a healthy volunteer culture characterized by preparation, unity, humility, encouragement, accountability, and excellence.
- Organize worship nights, training sessions, team gatherings, and spiritual development opportunities.
- Work with campus leaders to ensure that each campus has the volunteers and leadership needed to support its worship experiences.
- Address interpersonal, performance, or cultural concerns with grace, clarity, and a pastoral approach.

4. Systems and Infrastructure Support

- Establish consistent ministry procedures, systems, and planning that can be implemented effectively across all campuses.
- Support staff and volunteers in scheduling, planning, communication, and rehearsal systems that support worship and production ministry across multiple campuses.
- Support staff and volunteers in maintaining shared worship resources, including song libraries, arrangements, charts, tracks, rehearsal materials, and planning tools.
- Collaborate with production leaders to ensure that sound, media, lighting, video, and livestream elements support worship and ministry objectives.
- Help identify staffing, equipment, training, and resource needs as campuses and ministries grow.
- Participate in budget planning and priority setting for worship and production ministry.
- Support the development of scalable systems for new campuses, services, special events, and ministry environments.
- Ensure that technical responsibilities, maintenance, and troubleshooting are delegated to qualified staff members or volunteer leaders.
- Provide general oversight and support without being directly responsible for advanced technical operation, programming, or equipment repair.

Qualifications:

- A growing and evident relationship with Jesus Christ and a lifestyle consistent with biblical standards and the values of Gateway Church.
- Demonstrated ability to lead worship effectively in a congregational setting.
- Experience leading, developing, and pastoring worship leaders, musicians, vocalists, and volunteers.
- Strong musical ability and a working understanding of vocals, instrumentation, arrangements, rehearsals, and worship team dynamics.
- Experience working within a multi-campus church or a growing church environment is an asset.
- Strong communication, organizational, relational, and leadership skills.
- Ability to develop leaders, delegate responsibility, and build healthy ministry teams.
- Collaborative leadership style with the ability to work effectively with pastors, staff, creatives, musicians, and production personnel.
- Ability to receive feedback, manage change, and lead with humility and maturity.
- General familiarity with how production ministries support worship experiences; advanced technical expertise is not required.
- Current credentials with the Pentecostal Assemblies of Canada are preferred.
- A diploma or bachelor's degree in biblical studies, theology, ministry, worship leadership, music, or a related field is preferred.

How to Apply:

Interested candidates should submit a resume and cover letter to admin@wearegateway.ca.

Please include "Worship and Production Pastor Application" in the subject line.

Applications will be accepted until October 30, 2026.

Gateway Church is an equal opportunity employer. We encourage candidates from diverse backgrounds to apply. Gateway Church reserves the right to hire before the closing date if an appropriate candidate is found.

Closing Date:

October 30, 2026