

Worship Pastor Search Profile:

LifePointe Christian Church

About the Church

LifePointe Christian Church held its first service on September 17, 2006, at Stonehouse Elementary School in upper James City County. The campus is in Toano, about 30 minutes from Richmond and 10-15 minutes from Williamsburg.

For 15 years LifePointe was a mobile church, meeting at Williamsburg Christian Academy. In 2018 it bought a 10-acre horse farm, renovated it, and the campus opened in November 2021. Worship happens in the former riding arena, though a now state-of-the-art facility, it has been finished with wood salvaged from its walls. Staff offices fill a renovated 110-year-old farmhouse. Since moving into the building, attendance has grown from about 350 to about 850.

LifePointe's DNA is intergenerational, relaxed, family oriented, and modern with respect for traditions. If LifePointe were a person, it would drive an F-150 and eat at the local BBQ joint.

The area draws retirees, and many attend, but young families drive the growth: 200 to 250 kids in elementary and younger each Sunday. The community is moving from rural toward suburban. It is mostly middle class, more blue-collar than white-collar, and growing more diverse, much like the church leadership.

LifePointe's mission is to help people follow Jesus, be changed by Jesus, join His mission, and help others discover Him. Ministries include LifeGroups, KidPointe, NextGen, AccessPointe, and a diverse outreach vision.

- **Staff:** 13 total, about half full-time
- **Affiliation:** Independent Christian Church movement
- **Website:** churchonafarm.com
- **Statement of faith:** [What We Believe](#)

Theology and Church Culture

LifePointe is part of the Christian Church movement. It holds a high view of Scripture and conservative theological convictions, with grace.

- **The Bible:** without error and final in authority
- **Baptism:** Believers - by immersion as part of responding to God's grace.
- **Cultural issues:** "tactical, not reactive." Scripture speaks where Scripture speaks and so do we.
- **Spiritual gifts:** The church believes the gifts of the Spirit are active today. For the sake of order, tongues and prophecy are not practiced in Sunday services.
- **Women in ministry:** "complementarian light." Only the lead/preaching pastor and elder roles are reserved for men. Women serve in senior roles, including missions and outreach

director and a mental health ministry coordinator who joins the Lead Pastor on stage.

The Worship Ministry Today

Worship at LifePointe has had steady, long-tenured leadership. Pastor Phillip led worship himself for the first 5 years. A dedicated part-time worship leader then served for 13 years. Since then, the ministry has been carried by 2 part-time worship leaders. This hire will be the first full-time Worship Pastor in the church's history.

Musical style: Contemporary worship drawn from songs with popular and radio play, with hymns sprinkled in. Theological truth meets musical excellence and congregational engagement.

Team: Worship is supported by volunteer musicians, vocalists, and an A/V team. Livestream and production support are part of the role.

Sundays: LifePointe holds three Sunday services (8:15, 9:45, and 11:15 a.m.), with the 9:45 service livestreamed.

Working with Pastor Phillip and the Staff

This is a close partnership. After the Lead Pastor, the Worship Pastor is the most visible leader in the church.

- **High expectations, with grace.** Phillip sets a strong pace and expects his team to keep up. He holds himself and others to high standards. He also protects family time, for example by giving a day off after a long Saturday event.
- **Not a hand-holder.** He wants a self-starter who takes direction, learns the guardrails, and then runs.
- **A relational, close-knit staff.** The team does ministry together, not in silos. They hold a full-staff meeting on Monday mornings, share birthday lunches and staff retreats, and drop by each other's offices. A strong introvert who wants to "just do music" would not thrive here.
- **Looking ahead.** Phillip plans to serve about five more years before handing off leadership.

The Opportunity

LifePointe is looking for a Worship Pastor who will take full ownership of its worship ministry. After nearly two decades of growth and a recent move into a permanent home, the church is ready to raise the level of excellence across worship, sound, and production.

This is a role for someone who builds patiently. The right leader will come in, listen, and learn the culture first. Then they will cast and carry out a clear vision, without being a bull in a china shop. They will raise the bar for volunteers with care, train the tech team, and create new moments of worship beyond Sunday morning.

Key Responsibilities

1. **Lead Sunday worship.** Lead worship a minimum of 40 to 42 Sundays per year. Develop other leaders to lead the remaining Sundays.
2. **Own the worship ministry.** Set the direction, song selection, and service flow in partnership with the Lead Pastor.
3. **Build and shepherd the volunteer team.** Recruit, audition, and develop musicians and vocalists. Establish a stronger, clear standard for the volunteer teams.
4. **Raise excellence in A/V and production.** Oversee sound, lighting, livestream, and tech. Train volunteers who currently have no formal sound training.
5. **Create worship experiences beyond Sunday.** Plan creative worship nights and special events.
6. **Handle ministry administration.** Manage scheduling, planning tools, rehearsals, and budget.
7. **Pastor the team.** Care for the spiritual health of the worship and tech volunteers.

The Ideal Candidate

Leadership ranked what matters most in this hire, in this order:

Priority	Strength	What it looks like
1a	Singer	A strong, engaging vocalist who leads the congregation with confidence
1b	Leader	Builds teams, raises standards, and owns the ministry's direction
2	Administrator	Organized, plans ahead, and runs a healthy weekly system
3	Pastor	Shepherds volunteers and cares for people well

Also looking for:

- **Experience:** Has led worship before. This should not be a first ministry job. The church wants someone who can lead its people, not be led by them.
- **Age and runway:** Ideally in their 30s. An exceptional candidate in their mid-to-late 20s could fit. The church hopes for someone with runway to stay 10 to 15 years.
- **Stability:** A track record of tenure. One or two moves after a solid tenure are fine. A pattern of short stays with no tenure is not.
- **Relational and hardworking:** Thrives on a close-knit team and keeps pace with a demanding Lead Pastor.
- **Musical:** Leads from guitar or keys. Comfortable with contemporary, radio-played worship plus hymns.
- **Technical:** Working knowledge of sound, livestream, and production, and able to train others.
- **Patient builder:** Earns trust before making changes, and brings creativity to worship nights and events.
- **Theologically aligned:** Comfortable in the Christian Church movement and it's doctrinal convictions.
- **Open to men or women:** The church welcomes qualified candidates of either gender. A woman in this role would need to be at ease leading in a complementarian church.

Role Details

Detail	Information
Title	Worship Pastor or Worship Director
Reports to	Phillip Murdock, Lead Pastor
Status	Full-time
Location	Toano, VA, between Richmond and Williamsburg
Sunday load	Leads at least 40 to 42 Sundays per year
Compensation	\$70,000 to \$85,000 total package, with flexibility to \$90,000 to \$100,000 for the right candidate
Benefits	None offered separately. The package covers health insurance and retirement, and the employee allocates it.
Preferred geography	Virginia first, then Maryland, North Carolina, South Carolina, and possibly Tennessee
Relocation	[Assistance offered?]
Start date	Ready now