

# ASSOCIATE PASTOR FOR DISCIPLESHIP AND WORSHIP MINISTRIES JOB DESCRIPTION

Hours: Full-time  
Status: Exempt, Salary  
Supervisor: Lead Pastor

## Description

The Associate Pastor for Discipleship and Worship Ministries focuses on building teams and developing leaders to engage the congregation in personal spiritual growth and to create environments for worship that encourage people to have an encounter with God.

## Qualifications/Characteristics

- Exhibits a strong walk with God and a growing relationship with Jesus Christ
- Develops a vision for Worship and Discipleship ministries and can translate it into a strategic implementation plan
- Encourages and equips volunteer leaders and teams
- Exhibits strong teamwork: is a team player with effective relational and conflict management skills
- Self-starter with a positive attitude
- Maintains confidentiality where appropriate
- Communicates clearly and effectively in written and verbal formats
- Possesses a bachelor's degree in a related field: music/worship, education or ministry degree preferred. Other experience will be considered.
- Three to five years of leadership experience (paid or unpaid) in the local church and/or parachurch ministry or related field
- Agree with and support the First Baptist belief statements.

## Duties

### Worship:

- Responsible for the effective planning and execution of weekly worship services
- Recruits, develops, and encourages individuals and teams to serve in Worship ministry
- Supervises and coordinates with other Worship ministry staff (Choir Director, Tech Director, etc.), interns, and volunteers
- Partners with the Lead Pastor and pastoral team to integrate Worship ministry strategy and events with the overall strategy of the church
- Works with NextGen leaders to incorporate Worship ministry for students and children
- Works with the Lead Pastor and appropriate others to plan and execute special events in worship: Christmas, Easter, Worship Night, etc.

## Discipleship:

- Responsible for the planning and effective execution of Group Life strategy (small groups, adult Sunday School, etc.)
- Recruits, develops, and encourages individuals and teams to serve in Discipleship ministry
- Partners with the Lead Pastor and pastoral team to integrate Discipleship ministry strategy and events with the overall strategy of the church
- Responsible for directing and implementing Growth Path classes (How to Belong, How to Grow, etc.)
- Works with the Lead Pastor and appropriate others to plan and execute special events for Discipleship (prayer nights, retreats, conferences, etc.)

## Other Job Requirements:

- Fulltime hours that include Sunday services, two days off during the week
- Available as required on weeknights for meetings and events
- Responds to afterhours emergencies for congregation members or community emergencies
- Prepares and maintains budget for Worship and Discipleship ministries
- Part of the preaching team, on the preaching schedule as appropriate
- Performs other duties as assigned by Lead Pastor
- Participates in on-going education and training opportunities

Salary – commensurate with experience and skills. Range: \$44,000 – \$60,000

Full-time benefits package includes health insurance package, MMBB retirement, continuing education funds and time off, four weeks PTO, cell phone stipend.