

Position Title: Associate Pastor, Music Ministry

Position Type: Full-Time Pastoral Staff (Elder)

Purpose:

The Associate Pastor of Music Ministry serves to glorify God by shepherding the congregation through Christ-centered, theologically rich corporate worship and by overseeing the spiritual growth and discipleship of adults in the church. This role is responsible for developing, leading, and integrating the music ministries and adult discipleship ministries so that the body is equipped, built up, and matured in Christ (Ephesians 4:11–16).

Church Context:

We are a Baptist congregation, in the reformed tradition, of approximately 350 members and regular attenders, committed to the authority and sufficiency of Scripture, the centrality of the gospel, expository preaching, meaningful church membership, and the ordinary means of grace. Our corporate worship includes congregational singing supported by a choir, instrumental music band and organ. We seek to shepherd families faithfully and to cultivate Christ-centered, congregational worship that is biblically rich, participatory, and theologically deep.

Primary Responsibilities

1. Shepherding & Pastoral Ministry

As an elder he will:

- Meet the biblical qualifications for elders outlined in 1 Timothy 3:1–7 and Titus 1:5–9.
- Share in the overall shepherding, oversight, and spiritual care of the congregation.
- Participate in elders' meetings, prayer, vision, and doctrinal guardianship.
- Provide pastoral care, including counseling, visitation, and discipleship.
- Preach and teach as gifted and assigned.
- Help guard the doctrinal integrity, unity, and direction of the church.
- Provide spiritual leadership and pastoral care to those involved in music and adult ministries.
- Model godly character and a life of worship, humility, and service.
- Pray regularly for and with ministry teams and the congregation.

2. Music Ministry Leadership

- Oversee and develop all aspects of the church's music ministry, ensuring it is biblically faithful, theologically sound, and congregationally engaging.
- Plan and lead corporate worship services in coordination with the preaching pastor, aligning music with the themes of Scripture and the sermon.
- Direct and develop:
 - Worship band
 - Choir
 - Vocal and instrumental ensembles including organ
- Recruit, train, and disciple musicians, cultivating both musical excellence and spiritual maturity.
- Introduce and maintain a balanced repertoire of hymns and songs that reflect sound doctrine and encourage congregational participation.
- Organize and lead regular rehearsals with intentional spiritual encouragement and instruction.
- Oversee special services alongside preaching pastor (e.g., Christmas, Easter) and other worship-related events.

3. Adult Ministries

- Provide vision, structure, and share leadership for adult discipleship ministries.
- Ensure curriculum and teaching align with the church's doctrinal convictions.
- Foster a culture of discipleship, accountability, and community among adults.
- Evaluate and strengthen existing ministries to promote spiritual growth and unity.

4. Administrative & Collaborative Responsibilities

- Coordinate with church staff and elders in planning and executing the overall ministry vision.
- Manage scheduling, communication, and organization for music teams and adult ministries.
- Oversee budgeting related to music and adult ministry needs.
- Maintain clear and consistent communication with volunteers and leadership teams.

Qualifications

Spiritual & Character Requirements

- A clear testimony of faith in Jesus Christ and a life that demonstrates godly character (1 Timothy 3; Titus 1).
- A heart for shepherding and a love for the local church.
- Agreement with the church's doctrinal statement and philosophy of ministry.
- Commitment to the authority and sufficiency of Scripture.

Ministry Skills & Experience

- Demonstrated ability to lead corporate worship (vocally and/or instrumentally).
- Experience in directing or coordinating music ministries (band, choir, ensembles, organ).
- Experience in teaching and discipling.
- Strong organizational, leadership, and communication skills.

Education (Preferred)

- Bachelor's degree in music; theological or ministry training (M.Div. or equivalent beneficial).

Demonstrated Competencies

- Shepherd's heart with a team-building mindset
- Theological discernment in music and teaching
- Ability to equip and multiply leaders
- Musical proficiency and leadership
- Relational and pastoral sensitivity

Reporting Relationship

- Reports to the Elders/Lead Pastor.

Overall Vision for the Role

This pastor will serve as a gift to the church by helping cultivate a culture where Christ is exalted in worship and where believers are equipped and actively engaged in ministry. Through faithful leadership in both music and adult discipleship, he will contribute to the unity, maturity, and growth of the body as it builds itself up in love.