

MINISTRY DESCRIPTION

Associate/Worship Pastor

JOB DESCRIPTION

The Associate Worship Pastor at Celebration Church comes alongside the Lead Pastor to lead and support our worship, tech, and creative arts ministries, and the everyday operation of the church. This role helps set the tone for the spiritual culture of worship in our church and cares for the teams and people involved. While worship and creative arts are the main focus, this pastor will also support the Lead Pastor in shepherding the church family, give input to the teaching/preaching team, and occasionally help with preaching or teaching as needed, and the building and shepherding of the teams at the church.

POSITION EXPECTATIONS

1. Personal Relationship with Christ

A relationship that evidences itself in a growing faith, a servant's attitude and heart towards God, His Church and outsiders.

2. Personal and Supportive Relationship to Celebration Church

An ongoing commitment to Celebration Church seen through consistent, ongoing attendance and ministry involvement. This will be seen in attitude as well as action and activity. Our desire is to see people who have a growing heart and desire for ministry to people, this church, and the pastoral/ministry staff.

3. Personal and Supportive Relationship to the Senior Pastor and Pastoral Staff

Although it is usual for church staff to follow a concept of doing their "work for God", (and this is important and right!) this is not the complete line of thinking that is most effective for all involved in a ministry setting. Staffing is not always most effective when everyone only "works for God" or views themselves as working for "the church". The pastor/leader needs staff who see themselves as serving God by working for him. This helps keep accountability more realistic and does away with the ambiguity that can take place in ministry as it relates to defining the work of ministry. Our goal is to build a ministry team that works together in a cohesive manner. If there is ever a time when a member of the pastoral staff can no longer support the Senior Pastor, church mission, or other pastoral staff in a positive manner, they will resign their position.

The staff Worship Leader is directly responsible to the Senior Pastor and shall be submitted to his leadership at all times. The Worship Pastor is expected to attend all church services and activities of the corporate church unless arrangement has been made with Senior Pastor.

4. Flexibility

Flexibility and ability to work with other staff is essential in establishing a ministry team. There are times when worship ministry and other church ministry will overlap and our commitment is to be united and to work as a team. Although your ministry focus and responsibilities will be worship, there will be times when help is needed in areas that go beyond the scope of a job description. We see a job description as something to give definition, direction, and parameters to the job and ministry at hand. People, at times, will be called to do things that are not specifically listed.

5. Attendance

Worship Leader will be at all Sunday Services including but not limited to: Prayer Nights, Church Wide Special Events (Trunk or treat, Car Show,

MINISTER OF WORSHIP – GENERAL RESPONSIBILITIES

Depending on the size of the church and the number of the ministerial staff members, the following are some of the responsibilities and expectations of the Celebration Church Minister of Worship.

1. Each year begin with the following.

- a. Yearly ministry goals in alignment with Celebration vision and values (Gather/Grow/Go) to be signed off by Senior Pastor and Church Council. These goals are to follow the SMART acrostic of *Specific, Measurable, Attainable, Relevant/Realistic, Timely* and are part of evaluation process at year end.
- b. Establish a personal growth plan.

2. Carry out assignments as directed by immediate supervisor (Sr. Pastor) and assist him in any areas needed.

- a. Establish with Senior Pastor and work within the framework of our church and worship mission statement.
- b. Have a clear understanding and knowledge of the visuals and sound system needed on a Sunday morning for both in person and online worship, and oversee the tech/media team.
- c. Lead Sunday morning worship as directed by schedule established as main worship leader with Senior Pastor.
- d. Plan and lead worship for all other special services and events in conjunction with Senior Pastor. For someone else to lead these services, it will need to be cleared with Senior Pastor.
- e. Develop and teach worship through discipleship and practical ministry experience by working with other team and leader in helping develop and sharpen their worship leading skills.
- f. Set up *nights of worship*, special music as needed / fits into church schedule.
- g. Attend worship conferences for personal growth as needed one per year, looking to solid local opportunities. (Dependent on Church Financials).
- h. Once or twice a year develop a worship workshop for people interested in learning about worship and worship involvement.

- i. Develop a worship team that has leaders that share the load of the ministry. Develop leaders who can lead in your absence, recruit new team members with consistent vision casting at opportune times.
- j. Oversee all practical areas of the worship teams and worship ministry:
 - Have songs and order to Pastor /Tech Team by Thursday evenings at 5:00pm, uploaded on Planning Center and SharePoint.
 - Sheet music organized and available for team
 - Be aware of any musical or equipment needs and communicate it to Senior Pastor.
 - New song development is to be consistent without being overdone. Be sensitive to songs that have an “affect” or “word within the song” that resonates with our congregation.
 - Train new musicians, recruit new musicians, build, lead, and train various “bands” and teams.
 - Lead the stage design, and be the visionary for the lights, sound mixing, and feel of the entire sanctuary.
- k. Open the building on Sunday mornings, and help make sure the campus is locked and alarmed after services. Help mentor, lead, and growth the Youth Ministry Team.
- l. The Worship Pastor is responsible for shepherding the worship, tech, and creative arts teams by fostering a culture of trust, encouragement, and spiritual growth. This includes:
 - Providing regular encouragement, prayer, and pastoral care for team members.
 - Offering clear communication, constructive feedback, and accountability in alignment with the church’s mission.
 - Creating opportunities for ongoing training, development, and leadership growth within the team.
 - Maintaining a healthy team culture that values unity, humility, and servant-hearted ministry.
- m. Depending on the applicant, they may receive coaching within the 1st year of their job to help mentor and train and grow the Worship Pastor/Director

HOURS AND COMPENSATION

“Hours (full time 40+ hours/week vs. part time 20-25 hours per week) and compensation to be determined based on candidate