JOB DESCRIPTION

Title: Discipleship & Worship Pastor
Hours per week: 50

Essential Organizational Values

The Discipleship & Worship Pastor champions Centralia Christian Church's Vision, Mission, Methodology, and Strategy by leading both the Groups Ministry and Worship Arts Ministry with alignment to Centralia Christian Church's Core Values and 7 Ministry Essentials.

As an Individual Leader

- The pastor provides leadership for all ministry functions they oversee, living out Centralia Christian Church's Core Values and ensuring the ministries under their care embody these values as well. They are responsible for the effective execution of all essential job functions.

As a Team Member

- The pastor collaborates with the Adult Discipleship Team, Worship Arts Team, and the broader Staff Team to accomplish church-wide objectives, removing obstacles that hinder collaboration across ministries.

Job Summary

The Discipleship & Worship Pastor creates, develops, and sustains environments where Biblical disciples are made through relational environments (Small Groups & 4:19 Groups) and leads the Worship Arts Ministry to create worship experiences that draw people into the presence of God. They oversee volunteer teams, provide pastoral leadership, and ensure both ministries support the mission of "creating biblical disciples in relational environments."

"Provides leadership…to create a worship experience where people are drawn into the presence of God…"

"Create, develop and sustain a structure where Biblical disciples can be made in relational environments…"

MINISTRY FUNCTIONS

Groups Ministry Leadership (Approximately 50%)

Leader Recruitment & Development

- Recruit, train, and develop 4:19 Group & Small Group Leaders as an *Equipper of the Saints* (Eph. 4:11–13).
- Develop coaches and high-level leaders who can scale pastoral care.

Connecting People into Groups

- Build systems that connect unconnected people into groups.
- Create environments for newcomers and those who have struggled to connect.

Shepherding & Coaching Structure

- Shepherd group members through a scalable coaching system that preserves pastoral care.

Collaboration

- Work alongside Men's, Women's, Young Adult, and other ministry leaders.
- Maintain healthy communication rhythms with coaches and leaders.

Leadership Development

- Develop high-level leaders and prepare future pastors.
- Plan and execute seasonal and annual developmental goals.

Worship Arts Leadership (Approximately 40%)

Weekend Service Production & Worship Leading

- Lead worship for Weekend Services, Worship Nights, All Staff Events, and other venues.
- Create engaging worship experiences that align with church values and help people take next steps with Jesus.
- Oversee and develop volunteer musicians and vocalists.
- Coordinate with Audio Engineer Lead and volunteers to ensure quality audio production.
- Provide strong upfront pastoral leadership that draws people to Christ.

Music Recruitment & Development

- Recruit and lead multiple teams of volunteer vocalists and instrumentalists.
- Sustain a discipleship model within the Music Ministry.
- Partner with Lead Pastor to build bridges with Young Adult & Youth Ministries.
- Identify venues for musicians to grow and develop.

Administrative & Organizational Responsibilities

- Maintain online schedules for musicians and vocalists.
- Assist with stage setup, teardown, and equipment organization.
- Collaborate with Operations Manager and Audio Engineer to monitor audio quality.
- Plan and prioritize weekly and monthly workflows.

Team Collaboration (10%)

- Participate in Worship Arts Team Meetings and Adult Discipleship Team rhythms.
- Carry out direction from Lead Pastor and collaborate across ministries.
- Contribute to planning and execution of church-wide vision and mission.
- Participate in All-Church functions and trainings (Disciple's Journey, DiscipleShift, Membership Classes, etc.).

Personal Ministry (20%)

- Maintain and live out a Personal Ministry Plan.
- Engage in intentional discipleship conversations with volunteers and team members.

CORE COMPETENCIES

- Recruiting
- Coaching & Development
- Active Listening
- Conflict Resolution
- Vision Casting
- Initiative
- Personal Responsibility
- Consistent Methods
- Ability to Receive and Give Feedback

Qualifications & Required Skills

Education & Experience

- A bachelor's degree in Theology/Pastoral/Worship Ministry preferred.
- 3+ years of experience in discipleship or worship ministry.
- Prefer musically trained (but not required) with experience leading worship, rehearsals, and musicians.
- History of recruitment and development of leaders.
- Strong marriage and family.
- Ability to give wise counsel and build trust.

Spiritual Gifts

- Administration, helps (*support roles that assist pastors and ministries in carrying out the church's vision*), hospitality, service.

People Skills

- Approachable, empathetic, level-headed, resilient, adaptable.
- Skilled in conflict resolution and negotiation.
- Ability to identify potential leaders.

Skill Set

- Self-starter; able to work independently.
- Strong problem-solving and intuitive thinking.
- Comfortable giving direction to staff and lay leaders.
- Able to manage projects, meetings, and sensitive information.
- Proficient with Microsoft Office, Internet tools, and worship-related software (Easy Worship, ProPresenter, etc.).
- Ability to balance big-picture thinking with detailed execution.

Spiritual Development

- Demonstrates a mature Christian walk reflecting the fruit of the Spirit (Gal. 5:22–23).
- Member or willing to become a member of Centralia Christian Church.
- Works under the direction of Lead Pastor and Elders.

Ethics

- Organized, trustworthy, meets deadlines, uses time wisely, dresses appropriately.
- Balances initiative with willingness to ask questions.

Passion & Calling

- Energetic, creative, driven, excited about disciple-making.
- Willing to work behind the scenes and invest in teams.
- Passionate about the mission and vision of Centralia Christian Church.

Spiritual & Pastoral Requirements

- Ordained or in process of Ordination through Centralia Christian Church.
- Able to perform sacerdotal duties: preaching, baptisms, weddings, funerals, communion, theological teaching, spiritual coaching.
- Performs pastoral duties: Pastor of the Day, hospital visits, shepherding.
- Exhibits a shepherd's temperament and servant-leader posture.

- Strong interpersonal communication skills.
- Solid Biblical/theological convictions aligned with Centralia Christian Church's Doctrine and Statement of Faith.
- Coachable, resilient, able to give and receive truth in love.
- Willing to lead through conflict to establish unity.
- Adaptable to the changing needs of a local church.

Physical Requirements

- Regularly required to sit, reach, talk, and hear.
- Must lift/move up to 10 pounds regularly; up to 25 pounds occasionally; up to 50 pounds in Worship contexts.
- Requires close vision; Worship responsibilities may require distance, color, peripheral, and depth perception.

Disclaimer

These statements describe the general nature and level of work expected. They are not exhaustive. Staff may be required to perform duties outside their normal responsibilities as needed.