

Job Title:	Associate Pastor of Worship & Music	Job Category:	Salaried Exempt
Department/Group :	Pastoral	Hours:	Exempt
Location:	Second Baptist Church	Travel Required:	Occasional
Position Type:	Pastoral	Hours Per Week:	Exempt
Supervisor:	Vaughn-Booth & Edwards	Date created:	May 18, 2026
Key skills and characteristics desired:			
Evidence of a sincere and growing faith in Christ and love for the church. Live a life consistent with the commandments and teachings of Jesus Christ. Commitment to the spiritual growth of individuals and numerical growth of the church. Is proficient, invested, and committed to our ministry of equipping others.		Able to enlist, train and sustain teams of volunteers. Willingness to commit and adhere to the vision and core values of Second Baptist. Committed to team ministry with value and understanding of pastoral duties. Multi-tasking team player with a positive attitude, high energy, and strong interpersonal skills.	
Job Description			
Purpose of Ministry: The Associate Pastor of Worship and Music is responsible for providing leadership and direction of the church’s worship experience and music ministries which also includes a variety of arts and other mediums. This Pastor’s effectiveness is critical to maintaining and improving overall church health and church growth. Role and Responsibilities: To champion and advance the tradition of musical excellence at Second Baptist Church by providing leadership and vision to creatively engage both members and guests in consistent meaningful worship experiences. A. Uphold the leadership and vision of the senior pastor. B. Plan and implement weekly worship services that are engaging, interesting, high quality, diverse, meaningful, and topical. C. Cultivate worship and musical experiences that emphasize liturgical seasons and themes. D. Recruit, train, and build dynamic worship/music teams for all age groups (i.e. choir, orchestra, handbells, etc.) E. Lead regular worship/music rehearsals and leadership meetings. a. Prepare music and song materials for both worship service rehearsals F. Be willing to explore and utilize a wide variety of expressions of worship. Encourage a wide-spread involvement of church members in worship.			

- G. Maintain the music ministry budget in conjunction with the ministerial team and church committees.
- H. Attend and collaboratively participate in worship-planning meetings, staff meetings, and retreats, as directed.
- I. Effectively communicate and engage with a wide variety of people with varied interests and backgrounds either one on one, small groups, or from the pulpit, creating an environment of inclusion.
- J. Seek counsel, input and support from all stakeholders [church members, musicians, choir, pastoral staff and the local community].
- K. Serve as a resource for church members on music for weddings and funerals/memorial services
- L. Supervise the church organist
- M. Plan and lead special worship/music events; such as, our Celebrate the Season Concert, Ministerial Alliance's Community Thanksgiving Service, etc.
- N. Maintain and assist with technology as needed for worship and discipleship with all age groups.
- O. Collaborate with the pastoral staff to provide pastoral care to the congregation.
- P. Participate in quarterly performance evaluations.

Desired outcomes of this position:

- The gifts of church members will be cultivated, organized, and utilized in such a manner that the gifted will feel fulfilled while the congregation feels enriched.
- Church members will have the opportunity to exercise their God-given talents through a variety of means in the music program.
- Worship experiences will consistently inspire both members and visitors alike to a profound God-honoring experience.
- Worship experiences will be hospitable and warm so that visitors will feel welcomed and wanted.

Personal and Professional Growth:

- A. Prepare a professional development plan on an annual basis in cooperation with the Associate Pastor of Administration and the Senior Pastor to be reviewed periodically throughout the year.
- B. Participate in continuing education opportunities, workshops, seminars, and relevant professional organizations to enhance ministry skills and musical leadership.
- C. Remain current with the literature and trends of music ministry, worship, and theology.
- D. Attend appropriate church meetings when needed and/or requested.

Qualifications and Education Preference:

- A. Combination of advanced training and experience in music and ministry.
- B. Master's degree from a seminary or equivalent degree from a graduate school.
- C. Experience in choral and instrumental leadership in a congregational environment.

The individual in this position has proven experience in or education for the performance of the roles and responsibilities stated above.

This position will require performance of related but unlisted duties from time to time.

Created By:	AVaughn-Booth	Date:	May 2026
Approved By:	JEdwards	Date:	
Last Updated By:	AVaughn-Booth	Date/Time:	May 18, 2026
Employee Signature:		Date:	