

JOB DESCRIPTION

Associate Pastor of Worship and Young Adults Ministries

Reports to: Executive Pastor

Exempt/Non-Exempt: Exempt

Employment Classification: Full-time Salary

SUMMARY OF POSITION

The Associate Pastor of Worship & Young Adults serves as both leader and the pastoral leader for the church's Young Adults ministry. This role provides spiritual, pastoral, musical, and strategic leadership to create Christ-centered worship experiences and to disciple young adults (ages 18–29) into growing, engaged followers of Jesus Christ.

This role is responsible for developing, leading, and overseeing Christ-centered, biblically faithful, worship participation that supports the church's Purpose (God's Glory Alone), Values (Reaching Up, Reaching In, Reaching Out) and Motivation (A deep love for God and a sincere love for people). The Associate Pastor of Worship collaborates closely with the Senior Pastor and other ministry leaders to ensure worship services are theologically sound, artistically excellent, and spiritually formative.

The Associate Pastor of Worship and Young Adults is a leader who is in full agreement with Harvest's doctrinal statement and is able to effectively organize, empower and develop the Worship and Young Adult Ministries.

RESPONSIBILITIES

Worship

The Associate Pastor is responsible for oversight of all worship services at Harvest and for designing, developing, and implementing a vision for leading the church in engaging, scripturally-based, and spirit-filled worship that draws attention to Christ not to self.

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- Plan, lead, and oversee all corporate worship services, including weekend services, special services, and seasonal events (e.g., Christmas, Easter, Jamboree).
- Oversee all worship services for non-corporate worship, including but not limited to youth worship, conferences and special events that occur at Harvest New Beginnings.
- Collaborate with the Senior Pastor in sermon series planning to ensure thematic and theological alignment.
- Select music that is biblically grounded, doctrinally sound, and appropriate for a congregation that is diverse in age and background.
- Lead corporate worship services, demonstrating pastoral presence, humility, and spiritual authenticity.
- Maintain a balance of musical excellence and congregational accessibility.
- Impart a theology of worship that incorporates a solid grasp of scripture and biblical mindfulness of relevant contemporary issues in Christian worship.
- Implement a philosophy of worship that not only leads believers to a closer walk with the Lord, and also exposes unbelievers to the greatness majesty and love of our God.
- Recruit, train, disciple, and oversee worship ministry volunteers, including vocalists, instrumentalists, and worship leaders.
- Develop emerging leaders within the worship ministry.
- Foster a culture of unity, excellence, accountability, and servant leadership among worship teams.
- Coordinate rehearsals, scheduling, and preparation to ensure consistency and readiness.

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- Provide vision and leadership for worship-related production elements (audio, visual, lighting, staging) in collaboration with technical teams.
- Partner with creative, media, and communications teams to support worship services and special events.
- Ensure worship environments are engaging, distraction-free, and supportive of spiritual formation.
- Vet all outside musicians/bands being considered for concerts, special appearances, conferences, etcetera, to ensure consistency with Harvest's theology and philosophy of worship.
- Develop and manage the worship ministry budget in coordination with church leadership.
- Ensure compliance with music licensing and copyright requirements.
- Oversee stewardship of worship-related equipment and resources.
- Evaluate worship services and implement improvements as needed.

Young Adults

- Provide vision, leadership, and direction for the church's young adults ministry, aligning it with the church's overall mission and discipleship pathway.
- Develop a strategy that reaches, disciples, and integrates young adults into the broader life of the church.
- Create environments that foster biblical teaching, authentic community, spiritual growth, and leadership development.
- Teach and lead Bible studies, small groups, or large-group gatherings for young adults.

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- Disciple young adults through mentoring, leadership development, and intentional relationships.
- Equip young adults to live out their faith in vocational, relational, and cultural contexts.
- Build meaningful relationships with young adults, offering pastoral care, guidance, and encouragement.
- Encourage participation in worship, service, missions, and church-wide ministries.
- Partner with other ministry leaders to ensure smooth transitions from Student Ministry to Young Adults and from Young Adults into ongoing adult discipleship (Men's & Women's Groups, Life Groups)
- Recruit, train, and lead volunteer leaders within the Young Adults ministry.
- Empower young adults to serve and lead within both the Young Adults ministry and the wider church.
- Identify and mentor potential future ministry leaders and worship leaders.
- Plan and oversee Young Adult gatherings, retreats, service projects, and outreach opportunities.

Additional Pastoral Duties

- Participate in Harvests counseling ministry.
- As part of ongoing personal growth, receive 30 hours of ACBC and/or Faith Church biblical counseling training per year
- Fulfill other pastoral duties as needed (weddings, funerals, teaching, preaching, visitation, baptisms, communion).

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Spiritual Qualifications

- The Associate Pastor is to be a man of God with a clear calling to pastoral ministry, who has ordered his life in compliance with the teaching of scriptures and the example of our Lord. He must be spiritually mature exhibiting the traits of First Timothy 3:2-7 including being “able to teach” as well as a heart of worship, service to others, an active prayer life, and knowledge of the Bible. He must also be in agreement with the ministry philosophy of Harvest.

Additional Qualifications

- Formal training, either seminary or Bible degree.
- 3+ year experience leading Worship in a church or similar setting.
- Strong musical ability (vocally and/or instrumentally) with familiarity in contemporary worship styles.
- Ability to balance creative, pastoral, and administrative responsibilities.
- Comfort with modern worship, media, and communication technology, including production software such as MultiTracks EcoSystem, ProPresenter, LightKey, and Planning Center.
- Loyalty to other staff and commitment to team unity and team building.
- Excellent team based leadership and training abilities.
- Exceptional communications and organizational skills.
- Great interpersonal skills with adults of all ages and backgrounds.
- He and his wife (if married) attend the new member class at HNB in order to become members of HNB within 6 months of being hired.

About Harvest

Harvest has been in existence since 1963. Our current Senior Pastor, Scott Poling, came to us 30 years ago when weekend attendance averaged about 60 people. Today, we welcome 1,400 – 1,500 worshippers in a average week.

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Our current worship pastor has been with us for over six years, and is leaving to pursue a leadership position with a rapidly growing missions organization. He has graciously agreed to continue leading the ministry as we search for, and acclimate a new leader. As such, we are seeking to fill his role expeditiously in hopes of having that transition/overlap time, but ultimately we are committed to waiting on God's timing for His candidate.

Initial

Date