

ASSOCIATE WORSHIP PASTOR

JOB DESCRIPTION

Department: Worship

Direct Report: Worship Pastor

MOUNTAIN TOP'S VISION

WE INVITE AND EQUIP PEOPLE TO FOLLOW JESUS.

Mountaintop Church is a non-denominational, contemporary church in Birmingham, AL. From its founding in 1992, Mountaintop's mission has been unchanging. Our heart is to be a place where all people hear the truth that God is FOR them as they experience that we are FOR them. So that together we can be a force FOR BIRMINGHAM.

SUMMARY OF ROLE

These are the goals that will drive you as you help to realize Mountaintop's vision.

CREATE

The Associate Worship Pastor plays a vital role in the spiritual and creative leadership of Mountaintop Church's worship ministry. This individual will collaborate closely with the Worship Pastor to plan, organize, and lead Christ-centered, engaging worship experiences across multiple ministry areas, including Sunday worship services, student and college ministries, and special events.

ELEVATE

The Associate Worship Pastor will be responsible for fostering a culture of excellence, hospitality, and spiritual growth among volunteer teams while ensuring the technical and logistical execution of services is smooth and effective.

INSPIRE

Help people worship through the use of music, art, and creativity.
Help them find and develop their own worship talents and abilities.

SUMMARY OF RESPONSIBILITIES

This is what you'll spend your time doing.

SUNDAY MORNING WORSHIP SERVICES

- Serve as a key member of the Sunday programming team, contributing to the creative and spiritual planning of weekly services
- Provide both visible (on-stage) and behind-the-scenes leadership to ensure high-quality and meaningful worship experiences
- Prepare and distribute weekly resources for the worship team, including the use of digital tools such as Ableton and vocal part tracks
- Offer consistent volunteer care and support, including hospitality oversight for the green room and relational encouragement
- Coordinate and assist with weekly stage design, setup, and teardown as needed

COLLEGE/YOUNG ADULTS WORSHIP

- Lead and coordinate worship services tailored to college students. This includes programming, set lists, and service flow
- Recruit, train, and develop a strong volunteer worship team from the college community.
- Provide ongoing discipleship and mentoring to worship team members, encouraging growth in their faith and leadership

STUDENT WORSHIP (MIDDLE & HIGH SCHOOL)

- Support student ministry worship environments as needed. This may include stepping in to lead the team when there is an unavoidable or last minute absence but is not a weekly or regular occurrence
- Collaborate with the Worship Pastor to disciple and develop young worship leaders, fostering both musical skills and spiritual maturity

SPECIAL EVENTS & TECH/WORSHIP SUPPORT

- Offer technical or worship support for occasional church-wide or ministry-specific special events
- Adapt to various roles as needed, including audio/visual support, stage management, or musical leadership, to ensure the success of these events

QUALIFICATIONS

These are skills and traits that are important for this leadership role

- A mature and growing personal relationship with Jesus Christ
- Passion for worship ministry and a heart to lead others into God's presence through music
- Proficient in vocal and/or instrumental performance (preferably guitar or keyboard)
- Familiarity with worship software or the ability to learn it quickly (e.g., Ableton, Planning Center, ProPresenter)
- Strong organizational and communication skills
- Ability to work collaboratively with staff and volunteers
- Previous experience in leading worship or supporting worship environments in a church setting is preferred