

Scottsbluff Zion Church

Full-Time Associate Pastor of Worship & Family Ministries

Hours: Full-Time (40 hours/week)

Reports to: Senior Pastor & Church Council

Position: This is a 50/50 split between Worship Leading and Family Ministries

Position Summary

Scottsbluff Zion Church is seeking a spiritually mature, Christ-centered, and relational focused Associate Pastor to oversee both our worship ministry along with our children's and family ministries. This full-time position combines responsibility for leading blended worship services and rehearsals, managing the volunteer musicians, planning meaningful and impactful worship services; along with supporting the discipleship of children, youth, and families through partnership with our Sunday School and AWANA leadership teams. The Associate Pastor will work closely with the Senior Pastor, church staff, and volunteer leaders to foster a culture of spiritual growth, community engagement, and multigenerational worship by creating and fostering youth and family focused programming.

Primary Areas of Responsibility:

Worship Ministry Leadership (Core Pastoral Responsibility)

Worship Planning & Leadership

- Lead worship for Sunday morning services and special church events (e.g., Advent, Christmas Eve, Lent, Holy Week).
- Plan weekly music selections in both traditional and contemporary styles that align with the church calendar, sermon themes, and theological values.
- Prepare chord charts, sheet music, and lyric slides.
- Oversee musical elements for baptisms, communion, funerals, weddings (as available), and community outreach events.

Musical Team Development

- Lead weekly rehearsals with volunteer musicians, vocalists, and instrumentalists.
- Recruit, encourage, and train volunteers for the worship team and special music.
- Develop a spiritually supportive and musically excellent environment that uplifts both worship team members and the congregation.

Technical & Administrative Coordination

- Collaborate with sound, tech, and livestream volunteers to ensure smooth Sunday operations
- Maintain worship planning tools (music library, chord charts, Planning Center or other systems)
- Coordinate instrument setup/teardown and stage readiness with volunteers
- Work with the Senior Pastor on service flow, liturgy, and themed worship planning

Family & Children's Ministry Support (Sunday School + AWANA)

Ministry Coordination & Support

- Provide pastoral oversight and support to the Sunday School Superintendent, AWANA Commander, and volunteer teaching teams
- Encourage, equip, and help train volunteers serving in children's ministries
- Promote participation in all youth discipleship programs through announcements, communication, and relationships with families
- Assist with vision and planning for children's ministry events, holiday programs, VBS (if applicable), AWANA celebrations, and family outreach events
- Substitute-teach and/or assist in Sunday School and Awana classrooms as needed

Communication & Leadership

- Attend and participate in Sunday School and AWANA leadership meetings along with be an active participant in each of their programs to build relationships with students, families and volunteers
- Assist in developing curriculum plans, teaching schedules, and volunteer rotations in partnership with the current existing leaders
- Provide spiritual mentorship to children's ministry volunteers and families.

General Pastoral Duties

- Preach occasionally as arranged with the Senior Pastor.
- Provide pastoral care through but not limited to: visitation, prayer, counseling depending on gifting and etc. to support the Head Pastor and the needs of the congregation
- Participate in staff meetings, leadership retreats, church planning activities along with any other congregational or leadership meetings or events
- Assist with congregational communication, outreach, and special initiatives
- Represent the church in community events when needed

Qualifications & Skills

- A committed follower of Jesus Christ who demonstrates spiritual maturity, humility, and integrity.
- Agreement with the mission and beliefs of Scottsbluff Zion Church.
- Experience leading blended/hybrid worship (traditional hymns + contemporary Christian music).
- Musical proficiency—vocals and guitar or piano strongly preferred.
- Proven ability to coordinate and develop volunteer teams.
- Strong communication, organizational, and interpersonal skills.
- Ability to work positively with children, families, and ministry volunteers.
- A heart for discipleship and multigenerational ministry.
- Basic understanding of audio/sound technology or willingness to learn.
- Bachelor's degree in ministry, theology, worship arts, music, or related field preferred (not required depending on experience).
- Previous church ministry experience preferred (volunteer or paid).

Schedule & Time Expectations

- Full-time, 40 hours per week.
- Sunday mornings required; weekday office hours expected.
- Weekly worship rehearsal (evening or flexible).
- Sunday afternoon AWANA (in-season).
- Youth Group/Confirmation on Wednesday Evenings.
- Seasonal commitments for Advent, Holy Week, VBS, and special services.
- Attendance at staff meetings, planning meetings, and leadership retreats.

Compensation & Benefits

- **Salary:** Competitive and commensurate with experience.
- **Benefits:** Health stipend, retirement contribution, paid vacation, continuing education allowance, book/music budget, etc. negotiated by council.
- **Housing allowance:** May be available depending on pastoral status.

How to Apply:

Please submit the following:

- Résumé
- Statement of faith
- Worship leading sample (audio/video preferred)
- Brief description of ministry experience with children/youth
- 2–3 references (including at least one pastor or ministry supervisor)

Send applications to:

Zion Evangelical Church
Attn: Pastor Andrew Griess
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Scottsbluff, NE 69361
[\(308\) 632-8125](tel:3086328125)
zion@zionscottsbluff.com