



Position Profile
Worship Pastor
Central Baptist Church
Johnson City, TN

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Johnson City, TN 37601
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Summary

Central Baptist Church, Johnson City, TN, seeks an experienced church music leader to serve as its next Worship Pastor. The chief role of the Worship Pastor is to be responsible for the development, promotion, and leadership of worship and music at all worship services, special events and programs, and music education in partnership with other church staff and lay leadership. The Worship Pastor will also share in outreach and pastoral care in concert with other ministerial staff. This is a full-time ministerial staff position with competitive compensation and benefits. This position will report to the Senior Pastor in coordination with the Church Minister Relations Committee.

Strong candidates for this position will have an earned degree in music from an accredited college or university, graduate work in music, worship, or a related field (graduate degree strongly preferred), and a minimum of five years of full-time church staff experience. The church currently holds both traditional and contemporary worship services. An essential qualification for the next Worship Pastor will be a demonstrated ability to support and promote high levels of excellence in both types of worship settings. As a member of the church's ministerial staff, he/she will demonstrate a personal and professional style characterized by spiritual maturity, strong pastoral skills, a collaborative work ethos, respect, grace, and humor.

An Introduction to Central Baptist Church



Central Baptist Church (CBC) is a mid-sized congregation with about 775 members. Since 1869, CBC has faithfully served Christ in its downtown location of Johnson City, Tennessee. Johnson City is the largest of the three small cities comprising the Tri-Cities area of northeast Tennessee. Including the neighboring cities of Kingsport and Bristol and surrounding areas, the

Tri-Cities metropolitan area has a population of around 308,000. CBC's annual budget is \$1,955,123. Weekly giving is moderate to strong, and by carefully controlling expenses over the last few years, CBC's giving has matched or exceeded expenses on a year to year basis, even when attendance dipped significantly during the recent pandemic. Our church is fully committed to its mission of "investing in relationships with God, with one another, and with the world."

Beliefs

We believe that the five purposes of the church are:

- Worship (Psalm 100:2)
- Discipleship (2 Peter 3:18)
- Evangelism (Romans 10:15)
- Missions and Ministry (Galatians 5:13)
- Fellowship (Acts 2:44)

Along with these purposes, our church stresses the following beliefs:

- *The Sole Authority of the Bible* - We believe the Bible is the sole authority and guide for faith and practice. The Bible is God's written word, telling us about God's Word (Jesus). While there are different theories held by Baptists on how to approach the Bible, from literal to symbolic, Baptists look to the Bible, particularly the New Testament, as the guide on how to live and how to "do" church. The Bible is our only guide for faith and life.
- *A Regenerative Church Membership* - We believe that the Church should be composed of persons who have been spiritually regenerated through personal trust in Jesus Christ as Lord. That is, only persons who have accepted Christ as Savior and Lord can be church members at CBC. Further, we adhere to the practice of baptism of believers only. Baptism is a sacred symbol of the beginning of our relationship with God. Therefore, only those who have come to a relationship with God by confession of sins and through faith (trust) in Jesus should be baptized. We believe that the New Testament models immersion as the mode of baptism.
- *The Autonomy of the Local Church* - We believe in the autonomy of the local church. Within the local church, decisions are made by the entire church body as they discover God's will together. No one, not even the pastor, is given more than one vote in decisions made by the church body. Baptists have a long history of banding together at the local, state, and national levels to cooperate with others for mutual support and cooperative efforts. The latter include such things as local, state, and international missions, theological education, and educational publishing. But these relationships with other churches and groups are always cooperative and never mandatory.
- *The Priesthood of the Believer* - We believe that no human must mediate between us and God. Jesus Christ is our high priest. Through Christ, every believer has direct access to God without the need for human intermediaries. However, individual believers should serve as "priests" or ministers to others in Christ's name. Each Christian is directly called by God through Christ to minister to others as he/she is equipped by God. This doctrine does not diminish the role of professional clergy. Instead, it casts them

primarily in the role of equippers and encouragers for each Christian to be a minister or “priest” to others.

- *Religious Liberty* - We believe the civil authorities (“state”) should not decide for individuals what beliefs or churches they should agree with or support. Additionally, the Church is not to become the civil authority. While our relationship with God does fundamentally change us from the inside, we are not to impose our beliefs on others by means of any kind of coercion, blatant, or implicit. Instead, Christians are to be influencers (the salt) of society by following Christ as Lord and by imitating Christ in our daily living.
- *A Missions Mindset* - We believe we are to be missions-minded people. We fund, train, and support missionaries to plant churches throughout the world through our Worldwide Mission Ventures Fund. Further, the support of missions has historically been one of the primary reasons that Baptists join together. Hence, Central Baptist Church cooperates with the Southern Baptist Convention and the Cooperative Baptist Fellowship in pursuit of missions opportunities.
- *Leadership Opportunities* - We believe strongly that servant leadership opportunities in our church should be available to both men and women. CBC has a history of ordaining men and women to the diaconate and calling them to be members of our church staff.

In other doctrinal matters, CBC adheres to the 1963 *Baptist Faith and Message*.

Staff

CBC currently has six ministerial staff:

- Dr. Tommy Hood, Senior Pastor
- Rev. Tony Martin, Worship Pastor (retiring May 31, 2023 and whose position will be filled by the new Worship Pastor)
- Rev. Gene Elliott, Outreach and Congregational Care Pastor
- Dr. Michael Davis, Administration and Education Pastor
- Rev. Brandon Salyer, Youth and College Pastor
- Ms. Helen Kern, Preschool and Children’s Pastor

Finally, the church employs four administrative staff who work in the church office to assist the ministerial staff. The church also has six support staff for its preschool programs and facilities management.

Missions

CBC has proactively ministered in the downtown Johnson City area since its founding in 1869. It has a strong history of missions support, having planted several of its sister Baptist congregations in Johnson City. It currently supports a variety of local, national, and international missionary endeavors, including support of



missionaries serving overseas and sending mission teams annually to Central America. In the past, the church has sent missions teams to eastern Kentucky, Pennsylvania, Mississippi, South America, and Africa. Last year the church gave 13% of its annual budget to local and global missions. Venues for local missions activities include nursing homes, assisted living, children's homes, hospitals, free dental clinics, adult literacy programs, after-school programs, and homeless initiatives. Members have the option to support missions financially by giving through the Southern Baptist Convention, the Cooperative Baptist Fellowship, or through the church's own Worldwide Mission Ventures Fund.

Christian Education

Total Sunday school membership is 769, with an average weekly Sunday school attendance of around 252. Preschool Sunday school attendance is 6 (including teachers, K-5 attendance is 15 (including teachers), and middle/high school attendance is 13 (including teachers). The largest attendee demographic group is median and senior adults. The average age of the heads of households in the church is 57, and the median age of the church membership is 62.

The church has an active Sunday and Wednesday night discipleship program that offers learning opportunities to a variety of groups.

Music and Worship Ministries

Central Baptist Church has been blessed over the decades with church music programs of high quality, committed staff leadership, and strong lay participation at all age levels. The overall quality of its music program rivals any other church in northeast Tennessee, and the quality of its musical equipment and space is probably without peer among churches in our corner of the state.

The sanctuary, completed in 1918, seats 475, plus a 36-seat choir loft (expandable to 48 with configuration change), orchestra space in front of the rostrum, versatile platform staging to facilitate dramatic or other special presentations, Bose sound systems, LED stage lighting, audio-visual equipment for sound amplification as well as video recording of services and other events, and video screens on either side and at the rear of



the worship space. The original 37-rank Möller pipe organ was installed in 1968. In 2008, the church expanded and updated the organ by installing an additional 60 electronic ranks by Walker Digital, two midi systems by Walker & Rogers, and a four-manual console manufactured by R.A Colby Organ Builders of Johnson City. It is currently one of the largest organs in northeast Tennessee.

The church owns four grand pianos, including two Yamahas (one full-size), one Steinway, and one full-size Estonia concert grand. The Estonia was manufactured in 2017, obtained by the church in 2019, and is currently used in the sanctuary for worship and concerts. The church also owns two four-octave handbell sets, various musical instruments, and Orff Instruments and Rhythm Band instruments for children's use.

A worship space for the church's contemporary service is located in the church fellowship hall and has seating for 100. This space includes a stage, backdrops, four video screens, dedicated LED lighting, wireless sound system, and a large soundboard at the rear of the room.



Choir Rehearsal Suite



Orchestra Rehearsal Room



Handbell Rehearsal Room

The Music Rehearsal Suite includes a space that seats 60 singers and that has two grand pianos, robing rooms, and restrooms. The church also has a dedicated orchestra rehearsal room, a dedicated handbell rehearsal room, and a large music library that supports both choir and orchestra.

CBC has a number of worship ministry groups that support its worship activities and that provide ministry opportunities for the congregation:

Music Ensembles at Central Baptist Church		
Group	Age Range	Average Attendance
Choir Groups		
Children's Choir	K-5	9
Chancel Choir	HS-adults	30
Joy Choir	Senior adults	30
Handbell Programs		
Praise Ringers	Elementary-MS	9
Jesus' Jinglers	MS-adults	11
Jubilee Ringers	HS-adults	14
Ensembles		
Orchestra	MS-adults	20

Highest Praise (audition)	Adults	8-14
Contemporary Service Praise Band	HS-adults	6-10
Media Services (Sanctuary services, Contemporary Service, and media production)	HS-adults	17 (total; teams serve on rotation as needed)

The church usually offers three worship services on Sunday mornings:

- 8:30 AM Traditional Worship in Sanctuary that occasionally incorporates special music, choir, and/or orchestra
- 9:30 AM Sunday School
- 11:00 AM Traditional Worship in Sanctuary that always incorporates special music, choir, and/or orchestra
- 11:00 AM Contemporary Worship in fellowship hall with Praise Band

CBC has a long history of outstanding traditional worship and began a contemporary service about fifteen years ago to fill that growing need. We are contemplating and praying about the most effective array of worship services for CBC. We have created a Long Range Planning Team to explore the thoughts, hopes, and wishes of the broad congregation and attempt to answer this and other questions about the church's future. In the short term, the church anticipates conducting a single combined service on fifth Sundays to provide the congregation a chance to worship together.

The Opportunity

The chief opportunity and challenge for the next Worship Pastor at CBC will be to work creatively and collaboratively with staff and the congregation to ensure excellence in all forms of worship ministry at the church. Hence, we are looking for a Worship Pastor who can be comfortable, creative, and inclusive in either contemporary or traditional worship settings. Whether the Worship Pastor is personally inclined toward one worship style or the other will be secondary to the need to recruit, develop, and retain skilled worship leaders in all of its services. This person should support and mentor the Contemporary Worship leader as well as being an advocate for that service. As the average age of the church membership has increased, the church recognizes the need to reach out effectively to all age groups, especially families with children. The new Worship Pastor will be



committed to supporting this outreach by developing and enhancing worship ministries that will facilitate the spiritual growth and health of the entire congregation in the long term.

Essential job responsibilities for the Worship Pastor include:

1. Planning weekly corporate worship services and special events in cooperation with the Senior Pastor and lay leadership.
2. Planning, organizing, promoting, and enlisting members for a graded music program to serve the entire church in its various functions.
3. Fostering heartfelt engagement in worship through music and congregational singing.
4. Cooperating with other staff ministers in incorporation of music into their ministry programs.
5. Training members to sing, direct, and appreciate sacred music through special classes, study courses, private conferences, and rehearsals.
6. Supervising, planning, and coordinating with the church instrumentalists (including church organists and pianists), orchestra leader, and ensembles.
7. Supervising the maintenance and care of the church's musical instruments, robes, music library, hymnals, and other music supplies and equipment.
8. Providing appropriate music for special seasons and occasions in the church as leader during evangelistic campaigns or other such programs.
9. Work with church staff in planning and coordinating the schedules of the choirs and music programs with the other activities of the church.
10. Meeting regularly with the church's worship committees and teams to coordinate with the committees on progress, problems, and budgetary matters of the music ministry.
11. Identifying and coordinating opportunities to reach outside the church for inclusion of other community groups and entities with CBC.
12. Supervising and organizing the Worship Media Teams.



13. Coordinating with the Wedding Team in oversight and direction of all weddings in the church facility and assisting with families for funerals and weddings as needed and requested.

Strong candidates for this position will have an earned degree in music from a regionally accredited college or university, graduate work in music, worship, or a related field (graduate degree strongly preferred), and a minimum of five years of full-time church staff experience. Regardless of his or her academic preparation, the Worship Pastor will need the musical skills, theological insight, pastoral heart, and organizational acumen to lead a complex and highly diverse music and worship program. The Worship Pastor will inspire church members to invest their spiritual gifts, music/ministry skills, and material assets with the church for the glory of God. In order to achieve this high calling, he or she will demonstrate a personal and professional style characterized by spiritual maturity, strong pastoral skills, a collaborative work ethos, respect, grace, and humor. As is the case with other pastoral ministry staff, the Worship Pastor will participate in rotations for hospital and home visitation under the leadership of the Senior Pastor. Hence, excellent pastoral and relational skills are a high priority for this position.

The Worship Pastor is a full-time ministerial staff position with competitive compensation and benefits. This position will report to the Senior Pastor in coordination with the Church Minister Relations Committee. The Worship Pastor will join a team of five other committed ministers to help guide CBC toward God's vision for the church in the twenty-first century. In addition to a healthy and stimulating work environment, the new Worship Pastor will discover a Tri-Cities community overflowing with assets contributing to a high quality of life for all. These include a reasonable cost of living, low taxes, strong public and private schools, a wealth of options for shopping and dining, excellent healthcare, a thriving arts community, and beautiful mountain scenery with a multitude of recreational opportunities.

The Search

Candidates should submit a current resume, cover letter, a written Christian testimony and philosophy of worship ministry, the names of three professional references (including at least one who can speak to the candidate's music leadership abilities), and a link to a recent worship service video. References will be contacted only after the church formally secures the candidate's permission. The Search Committee is hopeful that the new Worship Pastor will be able to begin work at the church sometime during the summer of 2023. But the review of application materials will begin immediately, and the position will remain open until filled. Please submit all materials electronically to Ms. Kirsten Borger at kborger@cbcjc.org.

