



DO WHAT  
YOU LOVE.



# NINETEEN: TEN CHURCH

WORSHIP PASTOR  
JOB PROFILE



A person with a backpack is walking in a city street. In the background, there is a large bridge structure, likely the Manhattan Bridge, and tall buildings. The scene is dimly lit, suggesting dusk or dawn.

# *Gne.*

THIRTY NINE

WE EXIST TO BRING  
TRANSFORMATION  
TO PEOPLE AND  
ORGANIZATIONS  
ONE STRONG HIRE  
AT A TIME



## NINETEEN:TEN CHURCH STORY

nineteen:ten church was planted in 2006 with a team of 57 dreamers. The church spent its first two years meeting in a local middle school but quickly outgrew the facility as service attendance and children's ministry expanded.

In the following years, nineteen:ten was given the opportunity to utilize a new high school facility in Boerne, where growth continued and ministries expanded. In 2010, the church was blessed to purchase 30 acres where the existing buildings sit today in the Hill Country of Boerne, Texas.

Today, nineteen:ten welcomes hundreds of people for its weekend gatherings. Founding Pastors Jason and Angie Brown continue to serve as Lead Pastor and Women's Pastor. As the church moves forward, there is great excitement for continued growth in both digital and in-person worship experiences.



# NINETEEN:TEN CHURCH

## VISION & MISSION

nineteen:ten church is about developing a community of Christ followers who have been noticeably affected by an authentic encounter with God. Our purpose is the same as that of Jesus. Luke 19:10 tells us, "For the Son of Man came to find and restore the lost."

## CORE VALUES

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- The Bible as the final authority in all matters
- Spiritual reproduction—we are called to be disciple-makers
- Biblical community
- Equipping believers
- Servant ministry
- Missions—making God famous to every tribe, tongue, and nation
- The power of prayer

## WHAT WE BELIEVE

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When people ask us what our church is like, we want to be able to point to key attributes: Engaging Worship, Deeper Discipleship, All Generations, and Community Impact.

WE ARE ONE THIRTY NINE

# JOB SUMMARY

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The Worship Pastor at nineteen:ten church is a spiritual leader responsible for shepherding and discipling the worship ministry while cultivating an atmosphere of authentic, Spirit-led worship. This role goes beyond musical leadership to focus primarily on developing people, raising up leaders, and building a healthy worship culture rooted in humility, discipleship, and biblical truth.

# PERSONAL PROFILE

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The Worship Pastor will oversee all aspects of the worship ministry, including volunteer development, service planning, musical direction, and collaboration with church leadership to support the mission of reaching people far from God. The ideal candidate is a pastor first and musician second, demonstrating spiritual maturity, humility, and a passion for discipling others. The Worship Pastor should thrive in a multi-project environment while maintaining a healthy pace of ministry. Pastor Jason especially desires a creative partner who can dream, ideate, and help carry the church's vision forward.



# ESSENTIAL DUTIES & RESPONSIBILITIES

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## **Spiritual Leadership & Shepherding**

- Serve as the primary shepherd for the worship ministry, caring for and discipling team members.
- Develop and mentor leaders within the worship ministry, raising up new musicians, vocalists, and ministry leaders.
- Foster a culture of humility, honor, and servant leadership within the team.
- Lead times of prayer and spiritual formation within the worship ministry.
- Maintain a strong personal walk with Jesus Christ and model spiritual integrity.

## **Worship Leadership**

- Lead worship regularly during church services.
- Plan and coordinate worship sets that align with sermon themes and the church's vision.
- Cultivate an environment where the congregation can engage deeply with God in worship.
- Collaborate with the Music Director and production teams to ensure cohesive services.

## **Ministry Oversight**

- Oversee the entire worship ministry, including musicians, vocalists, and technical teams.
- Recruit, train, and develop volunteers.
- Provide musical and vocal coaching where needed.
- Lead rehearsals and ensure the team is prepared for services and special events.



# ESSENTIAL DUTIES & RESPONSIBILITIES

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## **Communication & Teaching**

- Communicate vision and direction clearly to the worship team.
- Preach or teach periodically during services.
- Lead corporate prayer moments when appropriate.
- Equip team members both spiritually and practically.

## **Vision & Creative Collaboration**

- Partner closely with the Lead Pastor to help dream, innovate, and carry the vision for the church.
- Participate in creative planning for services and special gatherings.
- Contribute ideas that help the church effectively reach people far from God.

## **Cultural Expectations**

- Vision-driven and led by a visionary Lead Pastor.
- Collaborative and community-oriented.
- Creative and innovative.
- Focused on reaching people far from God.
- Purposeful yet relaxed in atmosphere.
- Ministry-focused without unnecessary busyness.



# CANDIDATE COMPETENCIES

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## **Spiritual & Character Qualities**

- Shepherd
- Disciple-maker
- Servant leader
- Humble team player
- Honoring leader
- Spirit-filled believer
- A deep personal relationship with Jesus Christ
- A lifestyle of prayer and spiritual devotion
- A passion for discipling others
- A heart to raise up leaders rather than build a personal platform

## **Required Skills & Competencies**

- Strong leadership and team development abilities
- Effective communication skills (spoken and relational)
- Experience building and leading volunteer teams
- Ability to lead rehearsals and cultivate musical excellence
- Strong organizational and planning skills
- Ability to create systems for accountability and discipleship
- Collaborative mindset and creativity in service planning
- Instrument proficiency is helpful but not required

## **Education & Experience**

- High school diploma or equivalent
- 3–5 years of experience leading worship teams or ministry teams
- Demonstrated ability to recruit, train, and empower volunteers
- Preferred:
  - Ministry training, Bible college, or relevant ministry education
  - Experience developing leaders within a worship ministry





# BOERNE, TX

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Boerne, Texas is a picturesque town that blends Hill Country charm, community warmth, and modern accessibility. Nestled in the heart of the Texas Hill Country and just minutes from San Antonio, Boerne offers the perfect balance of peaceful living and big-city opportunity. Rolling hills, scenic drives, and historic architecture set the tone for a lifestyle that's both relaxed and connected.

Boerne features everything from quiet neighborhoods to a vibrant Main Street lined with local shops, restaurants, and family-friendly events. Residents enjoy easy access to nature trails, nearby rivers, and wide-open spaces—while still benefiting from San Antonio's world-class dining, arts, and international airport just down the road.

Ask locals what they love about Boerne, and you'll hear about "evenings on Main Street," "weekend drives through the hills," and "a community where neighbors feel like family." With its blend of tradition, beauty, and opportunity, Boerne truly feels like home.

## WHO WE ARE

*We are bold. We are diverse. We are the catalyst for transformational change by connecting dynamic leaders, driven by a unique calling, equipping & empowering them to create exponential impact.*

## OUR WHY

*We exist to bring transformation to people and organizations, ONE strong hire at a time.*

## OUR VALUES

EXPERTLY SKILLED  
WILDLY EFFECTIVE  
AUDACIOUSLY INNOVATIVE  
BOLDLY AUTHENTIC  
PASSIONATELY TRANSFORMATIONAL  
UNUSUALLY GENEROUS

