

Director of Music Ministries

Position Type: Full-Time

Reports To: Senior Pastor

Location: Christ Hope Church, Greenville, NC

Position Summary

Christ Hope Church is seeking a spiritually mature, musically gifted, and relationally driven **Director of Music Ministries** to lead and cultivate a vibrant, intergenerational music ministry. This leader will work with children, youth, and adults, embracing both traditional and contemporary worship expressions while fostering a culture of participation, connection, and spiritual growth.

The Director will build and oversee multiple praise bands and worship teams, developing leaders and empowering the congregation to actively engage in music-making. Our vision is for music ministries to be connected communities where people grow spiritually, serve meaningfully, and lead worship together.

Core Responsibilities

1. Worship Leadership & Planning

- Collaborate with the Senior Pastor to plan meaningful, Christ-centered worship services.
- Lead music for weekly worship services, balancing traditional hymns and contemporary worship songs with theological depth and musical excellence.
- Develop rotating praise bands and worship teams that can lead regularly.
- Recruit, schedule, and shepherd vocalists and instrumentalists.
- Introduce new music thoughtfully while honoring cherished traditions.

2. Praise Bands & Worship Teams (Children, Youth & Adults)

- Create and oversee multiple praise bands that can lead worship throughout the year.
- Develop age-appropriate worship bands for children and youth.
- Mentor emerging musicians and worship leaders in both musical skill and spiritual maturity.

- Establish clear pathways for students and adults to grow from participants to worship leaders.
- Encourage intergenerational collaboration among worship teams when appropriate.

3. Children's Music Ministry

- Develop engaging music opportunities that help children grow in faith and confidence.
- Create introductory band or worship team experiences for elementary-aged children.
- Provide opportunities for children to lead or participate in worship services.
- Equip volunteers and parents to support children's musical and spiritual development.

4. Youth Music Ministry

- Develop youth praise bands or worship teams that regularly lead in services or special events.
- Provide coaching in musicianship, teamwork, and worship leadership.
- Encourage youth ownership and leadership within the worship ministry.
- Foster community among youth musicians through rehearsals, prayer, and fellowship.

5. Congregational Engagement & Community Building

- Cultivate a culture where the congregation actively participates in worship.
- Shape music ministries into connected small communities through prayer, encouragement, and shared spiritual growth.
- Offer occasional workshops or training events to develop musical gifts within the congregation.
- Help musicians see their role as ministry and discipleship—not performance.

6. Leadership Development & Administration

- Identify and mentor band leaders and section leaders.

- Create systems for auditioning, onboarding, and training musicians.
- Schedule rehearsals and coordinate worship team rotations.
- Oversee music ministry budget and equipment.
- Collaborate with tech and media teams to support excellence in sound and presentation.

7. Technology & Production Leadership

- Possess working knowledge of sound systems, live audio mixing, microphones, in-ear monitors, and stage setup.
- Understand video systems, projection, livestream platforms, and presentation software.
- Collaborate closely with sound and media volunteers to ensure excellent audio and visual quality in worship services.
- Assist in training and developing volunteer tech teams.
- Oversee maintenance, upgrades, and responsible use of music and production equipment.
- Help integrate technology in a way that enhances worship without distracting from it.

Qualifications

Spiritual & Personal

- Growing relationship with Jesus Christ and a heart for worship leadership.
- Alignment with the church's doctrine and mission.
- Relational warmth and ability to connect across generations.
- Pastor's heart for shepherding musicians and volunteers.

Education & Experience

- Bachelor's degree in Music, Worship Arts, or related field preferred.
- Experience leading praise bands or worship teams.
- Demonstrated ability to work with children, youth, and adults.

Musical & Leadership Skills

- Strong vocal ability and proficiency in piano and/or guitar (additional instruments a plus).
- Experience directing bands and leading contemporary worship.
- Ability to incorporate traditional hymns in band-led formats.
- Skilled in developing volunteer musicians of varying skill levels.
- Strong organizational and team-building skills.

Key Characteristics

- Builder of community, not just programs
- Passionate about congregational worship
- Gifted mentor and developer of leaders
- Collaborative and adaptable
- Encouraging and spiritually grounded

Desired Outcomes

- Multiple healthy praise bands capable of leading worship confidently
- Strong pipeline of developing worship leaders across generations
- Increased congregational participation in singing and worship
- Music ministry that functions as a spiritually connected community
- Consistent excellence that supports worship rather than performance