



2026

worship  
director +  
*packet*

Christ Redeemer PCA  
Bluffton, SC  
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Potential Candidates,

Thank you for your interest in serving as Worship Director + for Christ Redeemer Presbyterian Church's new Bluffton Congregation. This Bluffton Congregation is the first step in Christ Redeemer's vision to become a multi-congregational church with a network of 3-5 congregations by 2035. Since her founding in 1982, God has used Christ Redeemer as an outpost of His mission to transform lives on Hilton Head Island and beyond through the power of the gospel. In this next chapter of her ministry, we believe God is calling Christ Redeemer to become a multicongregational church to more effectively multiply the worship, renewal, and community of Jesus to the people and places of the Lowcountry.

Our long-term desire is to see 3-5 congregations established by 2035. Our first step towards this goal was to establish a new congregation in Bluffton where a large number of our current members live. This congregation began weekly public worship in February 2026, and we are seeking a shepherd who will serve as the Congregational Pastor for this new Bluffton Congregation.

To help you prayerfully discern whether the Lord is calling you to explore this role, we encourage you to review the information contained in the rest of this packet. If you sense the Lord is calling you to explore this role and wish to apply, please email [worship@christredeemerpca.com](mailto:worship@christredeemerpca.com) with your resume and cover letter.

In Christ,

Michael Craddock, *Pastor of Ministry Development & Spiritual Formation*



# Our Vision & Mission

Our vision is a word picture of the fruit we long to see God bear through us. Our Mission is the task we believe He has given us to do through which that fruit will be produced. The four commitments of our mission serve as the focus around which our ministries align, making Christ Redeemer a place where those exploring the faith are welcomed, and where the spiritually committed are equipped and mobilized for God's kingdom.

## Worship

### Gathered

Weekly and special worship gatherings are intelligible and welcoming to all, enlist God's people in rehearsing the gospel, and equip them for worship in daily life.

### Scattered

Training and resources equip followers of Jesus to approach each day as a lifestyle of worship where they live, work, learn, and play.

## Renewal

### Personal

We provide intentional training to equip God's people to follow Him in every area and season of life.

### Cultural

We develop strategic partnerships to help mobilize God's people to renew the Lowcountry, region, and world.

## Community

### Covenant

Our Shepherding Ministry ensures every member receives appropriate support in seasons of physical or spiritual crisis. Gathering events provide opportunities to build and deepen relationships.

### Personal

Our Groups Ministry helps those of every age and stage of spiritual development to build authentic relationships in which to discover and grow in living out the gospel.

## Multiply

Our commitment to multiply is a mindset that permeates all of our ministries. This mindset to be intentionally outward-focused is expressed through the formation of new groups where community is fostered, the development of new partnerships with like-minded people and organizations, the training of future leaders for every aspect of ministry, the multiplying of congregations, and so much more.



## Our Vision & Mission Statements

*Our vision is to see lives transformed by the power of the gospel, for the glory of God and the good of the Lowcountry.*

*Our mission is to multiply the worship, renewal, and community of Jesus to the people and places of the Lowcountry and, through it, the world.*



# Cultural Distinctives

Christ Redeemer's Cultural Distinctive statements are a description of the values with which we desire to operate and the people we long to be as we carry out the Vision and Mission God has given us as a church. They are intentionally fostered among our staff, leadership, and congregation. Along with our Vision and Mission, our Cultural Distinctives are intended to be the "family resemblance" that every congregation of Christ Redeemer would share in common, and our leaders would embody and champion.

## *Because the Gospel is True...*

### **We Pray About Everything Before We Do Anything.**

Hallelujah, we have access to the Father through the Son by the Spirit! The Scriptures urge us to prioritize prayer (Acts 2:42, Eph. 6:18, 1 Tim. 2:1, Col. 4:12, etc.), and a culture of prayer both gives rise to and arises from the prayer lives of God's people, which impacts every area of individual and church life. Prayer is the engine of all our ministry activity.

### **We Seek Soft Hearts & Steel Spines.**

The Scriptures describe Jesus as "full of grace and truth" (John 1:14), and another way to say it is that he had a soft heart and a steel spine. We, too, are pursuing soft hearts filled with love, eager to forgive, and not taking ourselves too seriously. And we seek steel spines courage, unwavering conviction, toughness in a hostile world, and always taking God seriously. Without soft hearts, we lack humility, grow cynical, and become calloused in a world that needs to experience the grace of Christ. Without steel spines, we lack confidence, slowly compromise, and cave under the pressure of a world that needs to experience Jesus' truth. With God's help, we seek both.

### **We Embrace Our Stories.**

We will trust and celebrate Jesus, who masterfully works to mend and restore the fractures of our lives to wholeness, highlighting them instead of masking them for the sake of our witness to his redemptive beauty and not our shame. And since Christ redeems us, our old stories gain new meaning (John 4:7-42), and we can celebrate them all.

*Continued on next page...*



## *Because the Gospel is True...*

### **We Give Up What We Love for What We Love More.**

We will hold everything but Christ with a loose grip. God's love led him to give his very best: his only Son. And if Jesus, who had every right to keep what was His, still chose to give everything away, so should we be generous and willing to let go of what we consider "ours" (Philippians 2:3-5). We recognize that pursuing our mission as a church comes with change, challenge, and imperfect clarity, so we cling to and trust the One who is the same yesterday, today, and forever.

### **We Are Co-Laborers, Not Competitors.**

We will work with and for each other and thrive when we work together (Hebrews 10:24-25). We choose collaboration over comparison and relationship over rivalry, caring deeply about each other enough to resolve conflict quickly and decisively, committing and speaking to each other for Christ's glory and the church's good.

### **We Do the Lord's Work, the Lord's Way.**

There are no small or meaningless tasks. Ends do not justify means; the outcomes belong to the Lord. We will work hard to do things with excellence (not perfection), treating one another with dignity, and not compromising to seek results or growth (Proverbs 16:9). Humility leads the way, and doing this work together requires integrity, a passion for our work, a confident reliance on the Lord, and accountability to each other.

### **We Love Where We're Planted.**

We love the Lowcountry and are called to serve the community where God has placed us, and we will choose to serve this beautifully broken place by laboring together in hopes of seeing it flourish and bear witness to Christ's love for the world through it (Jeremiah 29:7).



## OUR MODEL

# One Church, Multiple Congregations.

### *One Church*

One vision, One mission, One Set of Values (i.e., Cultural Distinctives), One Budget, One Session, One Governing Commission, Central Ministry Support (Admin, Partners, Groups, Student Ministry, etc.)



### *Multiple Congregations*

Localized congregations with a dedicated full-time Congregational Pastor who serves as the primary teacher and shepherd for caring for a group of people, and executing Christ Redeemer's vision, mission and culture. Additional staffing based on the specific needs of each congregation.

## Leadership Structure



## OUR HISTORY

# More than forty years ago...

Fourteen people came together, prayerfully seeking the Lord's will for a PCA church on Hilton Head Island. The Lord used those prayers to give birth to a new church on the island. On September 19, 1982, Hilton Head Presbyterian Church was officially formed.

For the next twelve years, God led HHPC through a variety of meeting spaces as the church met in schools, bars, bowling alleys, and retirement homes. Through it all, God was faithful to strengthen and to grow the church. Although there were many trials and struggles along the way, God's grace was evident in the lives of the church members.

On Christmas Eve, 1994, HHPC held its first worship service at 235 William Hilton Parkway. At that point, twenty-five families made up the entire membership of the church. By God's grace and the work of the Holy Spirit, God continued to grow the church until there was an absolute need to enlarge the sanctuary. In 2000, a new sanctuary was built, further enabling the church to serve as God's instrument on Hilton Head Island.

Over the years, the Lord has continued to shape and grow our church. In 2024, we revisited and clarified our mission and vision, reaffirming our calling to multiply the worship, renewal, and community of Jesus in the Lowcountry and beyond.

As part of that renewal, we shared how the Lord is leading us to broaden our gospel witness by forming a network of like minded congregations across the Lowcountry over the next ten years. This vision allows us to serve more people and places while remaining rooted in faithful, local congregations.

We look forward with gratitude and trust as God continues to do His work among us.



# BLUFFTON Our Community



## *Key Features of Bluffton*

### Population Growth

Bluffton's 2026 population is estimated around 40,000. It is currently growing at a rate of ~5% annually and has increased by over 41% since 2020.

### Demographics

The median age is 42.7 years, which is notably younger than Hilton Head Island (59.8 years). Bluffton's population is roughly 67% White, 22% Hispanic, 7.5% Black, and 1.5% Asian.

### Education & Income

The community is highly educated, with 51.9% of residents holding a bachelor's degree or higher. The median household income is \$111,281, and for married families, that figure jumps to \$130,954.

### Schools & Safety

Bluffton High School is ranked as the #1 Best Public High School in Beaufort County. Bluffton is also ranked as one of the safest cities in South Carolina, with one of the lowest property and violent crime rates in the state.

### Religious Affiliations

71% of residents report little to no involvement in a religious community. This makes Bluffton a high-need area for church planting and missional engagement..

## *The Lowcountry Life*

Bluffton's culture, often called a "state of mind," is a significant draw for those seeking a balanced, community-focused life. Life in Bluffton revolves around the water, with popular activities including kayaking, dolphin tours, and oyster roasts. The National Historic District is filled with antebellum architecture, art galleries, and farm-to-table dining.

With average annual temperatures around 76°F, residents enjoy outdoor markets like the Farmers Market of Bluffton almost every week. Residents are just 15 minutes from Hilton Head's beaches and 30 minutes from Savannah, Georgia.

we love where  
we're planted.

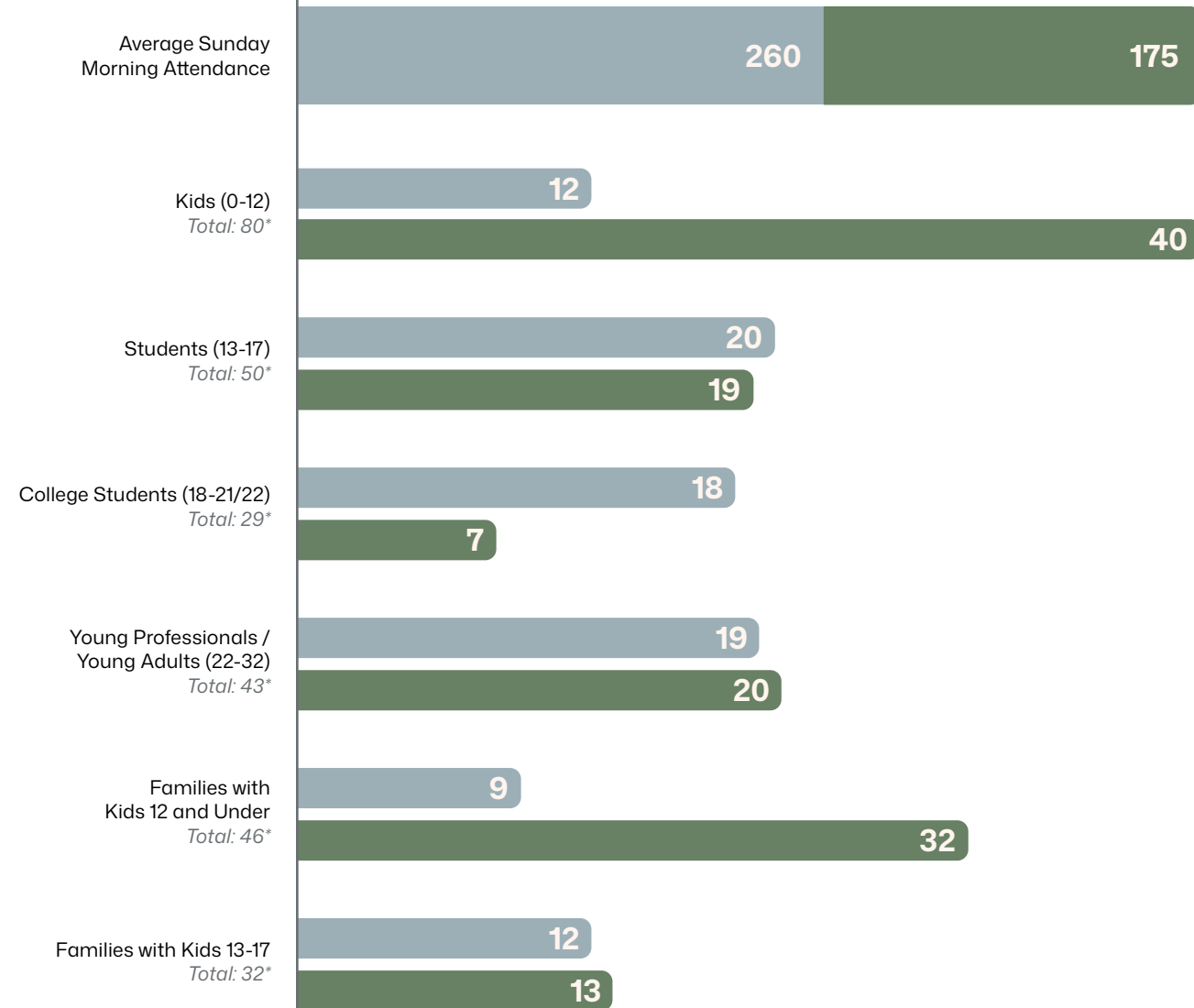


# Christ Redeemer at a Glance

## Numbers by Congregation

● Hilton Head Island  
● Bluffton

**447**  
Total Adult Membership  
(both congregations)

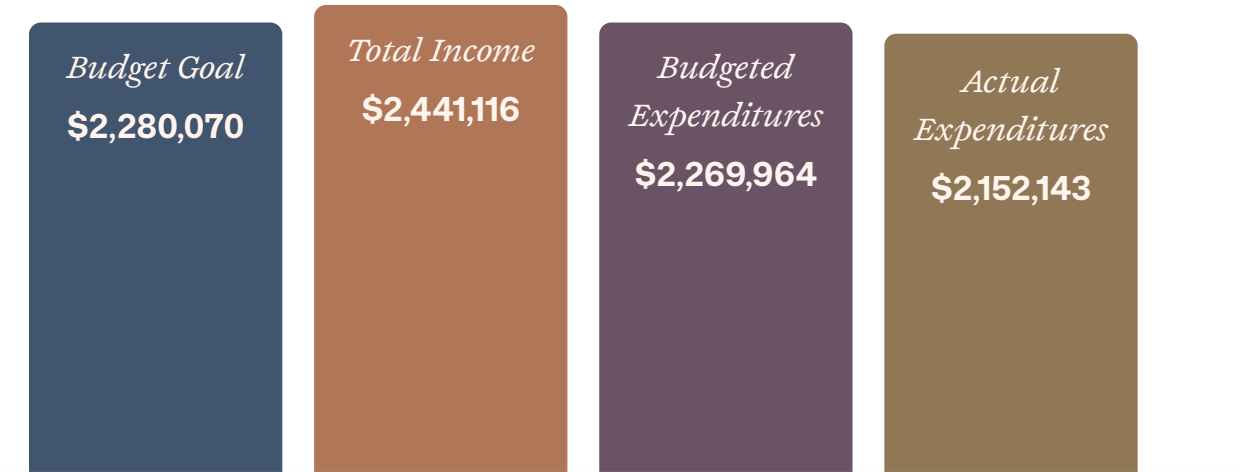


\*The totals may not align with the sum of the two congregations due to some of our congregants not having a church campus selected in our database.

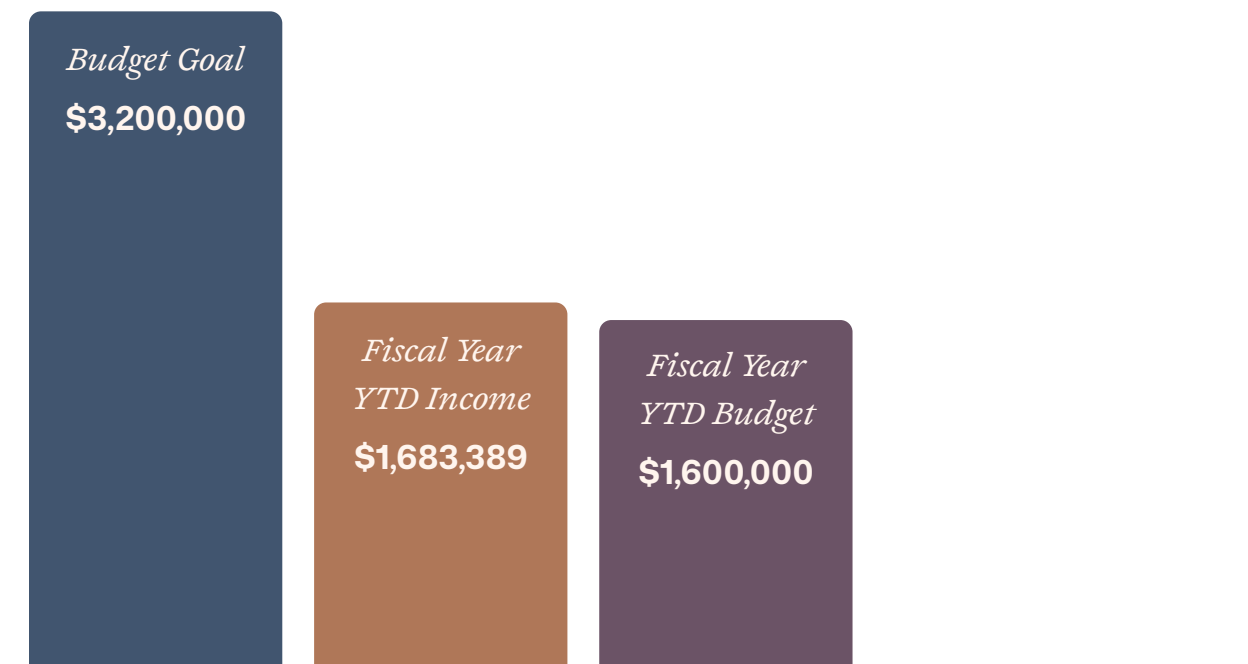
## Financial Health

Our Fiscal Year is September 1 – August 31

2025



2026 Fiscal Year YTD (as of March 1)



## Role Overview

Everyone worships. All human beings ascribe worth to someone or something through their thoughts, actions, and time. We believe that the chief command to all creation is to worship God and Him alone, ascribing to God the glory He deserves. As the 29th Psalm says in verse 2: “Ascribe to the LORD the glory due his name; worship the LORD in the splendor of holiness.” Worship at Hilton Head Presbyterian is pursued with great care and intent. It is based on a clear vision, rooted in a Biblical philosophy, and focused on a number of important priorities. Our vision is to see lives transformed by the gospel’s power through worship rich in theology and mission, and we value worship that is God-directed, gospel-shaped, formative, and participatory.

We desire to see Colossians 3:16 lived out – that the Word of Christ would dwell richly in us as we teach and admonish one another in all wisdom, singing psalms, hymns, and spiritual songs, with thankfulness in our hearts to God – in the life of Christ Redeemer and beyond.

## Job Description

### Worship Leadership

- Collaborates with Bluffton Congregational Pastor to cultivate and mature a worship culture that glorifies God, builds up the body of Christ, and is comprehensible to our neighbors.
- Collaborates with HHI Director of Worship + to champion a shared philosophy of worship that is expressed across all of Christ Redeemer’s congregations, to share best practices, and foster collaboration and support.
- Lead the congregation in worship and develop additional worship team leaders 40 Sundays per year.
- Schedule weekly worship teams and tech teams.
- Oversee weekly music selection in collaboration with HHI Director of Worship + and Bluffton Congregational Pastor.
- Oversee and assist with music and sound/tech equipment at primary congregation of service.
- Work with new musicians and add them to the volunteer teams.
- Work with HHI Director of Worship + and Congregational Pastor(s) to craft weekly liturgy.



# Job Description Continued

To be effective in this role, the Worship Director must possess and demonstrate the following skills, abilities, and attitudes to successfully perform in this position:

## Administrative Work

- Work with Director of Communications to ensure weekly worship guides are correctly ordered and printed.
- Oversee congregational worship budget to ensure both sound systems and aesthetics are not distracting from those who gather to worship Christ.
- Attend meetings with the Congregational Pastor and HHI Director of Worship +, follow up on projects and events, document action steps, and filter them to the appropriate people.

## Personal Responsibilities

- Embrace & Seek to Embody Christ Redeemer's Cultural Distinctives.
- Maintain God-ordained priorities by putting Jesus Christ first, your spouse second, your children third, and the ministry fourth.
- Be loyal to the mission and staff of Christ Redeemer and protect the unity of the church.
- Invest in and invite the lost to know Jesus and become members of Christ Redeemer.

## General Ministry Work

- Participate in a Community Group, Bible Study, or Discipleship group.
- Encourage a consistent culture of worship in all ministries of Christ Redeemer.
- Encourage a culture of prayer and discipleship at Christ Redeemer.
- Maintain a visible presence in the worship gathering and any other congregational events.
- Assist the elders and deacons in ministry tasks that align with your gifts, experiences, and strengths.

## Collaborative Ministry

- Participate in staff meetings, evaluation meetings, and other meetings as necessary.
- Pick up small assignments and tasks as they come at staff meetings.



## General Ministry Work

Being part of a dynamic church means no one does just one thing. The exciting part? We can customize the “plus” part of the role to match the right candidate’s gifts, skills, and desires. Student ministry? Community Groups? Newcomer Engagement? We will work together to customize the “plus” in Worship +.



If you sense the Lord is calling you to explore this role and wish to apply, please send a copy of your resume and cover letter to [worship@christredeemerpca.com](mailto:worship@christredeemerpca.com).

In Christ,

Michael Craddock

*Pastor of Ministry Development & Spiritual Formation*





we *love* where  
we're planted.

