



## JOB PROFILE

# Director of Music

All Souls Presbyterian Church · 23455 Novi Road | Novi, MI

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*"Light in the Heart of Northville & Novi"*



## OUR STORY

# 01 A Church Planted for One of the Wealthiest & Spiritually Dark Corners of Detroit

All Souls Presbyterian Church exists because Cord and Katy Carlin said yes to a call they didn't expect: plant a Gospel-centered, outward-facing church in one of the wealthiest corners of Metro Detroit. Northville is known for its historic downtown, top-ranked schools, and comfortable way of life — and yet, by nearly every spiritual measure, it remains a mission field, where prosperity has made the Gospel easier to ignore than to need.

Novi tells a different story, but no less urgent one. Where Northville is old money and settled roots, Novi is fast growth and new arrivals — one of Michigan's fastest-growing suburbs, filled with corporate transplants, young professionals, and immigrant families drawn by major employers and new subdivisions. That growth creates its own spiritual opening: newcomers without a home church, without deep friendships, without the built-in community of growing up somewhere. Novi is not short on ambition — it is short on belonging, and All Souls Presbyterian Church sees that as an invitation.

*The need isn't a feeling — it's in the numbers:*

**\$145K+**

Median household income in Northville, more than double the U.S. average

**67K+**

Residents in neighboring Novi, one of Michigan's fastest-growing suburbs

**31%**

Michigan adults with no religious affiliation, up from 24% a decade ago

**-600K**

Members lost by the Detroit Catholic Archdiocese since 2005

Sources: U.S. Census Bureau; Pew Research Religious Landscape Study, 2014–2024.

All Souls Presbyterian Church is planted under the authority of the Great Lakes Presbytery of the Presbyterian Church in America (PCA), and stands as a new and important work of **The Detroit Project** — a strategic initiative for gospel renewal through church planting across Metro Detroit. All Souls Presbyterian Church is not a solo venture; it is an accountable, Reformed church plant, launched with the oversight of a presbytery committed to seeing healthy churches multiply.

Through God's gracious provision, the church plant was brought to life because resources and a building were donated to begin this Gospel-centered mission in Northville and Novi. But more than anything, it started with people. All Souls Presbyterian Church began meeting with a group of just 14 adults and 7 kids. This is a church being built biblically and communally: face to face, meal by meal, relationship by relationship. Several months in, that number has already grown to 40–50 in weekly attendance — early proof that God multiplies a small group's radical hospitality and relentless invitation.

The mission is simple to state and costly to live out: make the Word of God fully known to all souls, at all times, at all costs — in Northville, Novi, the surrounding areas, and to the ends of the earth. All Souls Presbyterian Church holds together Gospel-centered theology with an outward-facing posture — rich, reverent worship paired with radical hospitality and relentless community involvement. Every decision flows from one aim: that all souls would know Christ.

*"Northville and Novi are home to some of Detroit's wealthiest, successful, and driven individuals. It remains a spiritually diverse area in need of the transformative power of Christ."*

CORD CARLIN · PLANTING PASTOR, ALL SOULS PRESBYTERIAN CHURCH



## COMMUNITY &amp; CULTURE

## 02 Life in Northville &amp; Novi

## The Place

Northville sits among the wealthiest communities in the Detroit metro area — a walkable, historic downtown built around a century-old clock tower, brick storefronts, seasonal festivals, and a Main Street lined with boutiques, restaurants, and coffee shops. It's the kind of town where pumpkins pile up on the corner every October and neighbors know each other by name. Novi, just next door, adds a faster-growing, more corporate, more diverse population. Together, the two towns are outwardly thriving and, All Souls Presbyterian Church believes, quietly hungry for something more than comfort.

## The Church Culture

All Souls Presbyterian Church aims to plant this church by reaching the lost (unchurched, de-churched, and under-churched), rather than reshuffling Christians from one pew to another. It is a startup, not an established institution. It requires contribution from everyone, often while wearing multiple hats. The growing body of 40–50 is aiming to be more like a family than an audience: eating in each other's homes, treating every neighbor as a potential dinner guest, and hosting a backyard cookout rather than sitting in another meeting — a culture built on showing up rather than performing.

## Our Leadership Culture

- ◆ **Gospel Identity Over Achievement** — The gospel of Jesus Christ — not positions, power, or success — is the core structural model for how our leaders live, relate, and lead.
- ◆ **Humility in Shared Weakness** — Leaders reject the craving for power, boast in God's strength rather than personal ability, and remain willing to serve rather than be seen.
- ◆ **Dependent Interdependence** — Leaders give up independent Christianity, inviting honest inspection and admitting that every pastor needs pastoring to protect against the blinding power of sin.
- ◆ **Restorative Protection** — Leaders actively protect one another's hearts from temptation and meet inevitable failures with grace-infused, forward-facing biblical restoration instead of abandonment.



Northville (left) and Novi (right), Michigan — the two communities All Souls Presbyterian Church exists to reach.

## Our Steadfast Missional Presence

*Our plan for how we will reach Northville and Novi, lived out in everyday rhythms:*

## 1 Face-to-Face Connection

## 2 Civic Leadership

## 3 Radical Hospitality

## 4 Relentless Involvement



## 03 THE ROLE

# Director of Music

**The High-Level Vision** — All Souls Presbyterian Church is looking for a hands-on, highly relational leader to build the musical, visual, and production culture of this church plant from the ground up. This is not a role for someone who wants to maintain a system that already exists — it's a role for a builder. The Director of Music will shape what the congregation sees and hears from day one, creating a worship environment that is musically excellent, technically simple, and genuinely inviting to both longtime believers and first-time seekers walking in off a Northville or Novi sidewalk.

### Weekend & Seasonal Priorities

- ◆ Lead and plan the musical portion of every Sunday gathering, ensuring plans are in place during time off.
- ◆ Set the tone for a modern, engaging, and reverent worship environment each week, utilizing the breadth of songs from the newly published Sing! Hymnal.
- ◆ Oversee smooth, unhurried transitions across the entire service — music, media, and message moving as one.
- ◆ Plan music and production around the church calendar's key seasons: launch Sundays, baptisms, Advent, Holy Week, and other milestone gatherings.

### Structural Fit & Reporting Lines

|                    |                                                         |
|--------------------|---------------------------------------------------------|
| REPORTS TO         | Planting Pastor (Cord Carlin)                           |
| WORKS CLOSELY WITH | The Planting Pastor and Relevant Volunteer Teams        |
| DIRECTLY OVERSEES  | All music, audio/visual, and creative volunteers        |
| PEOPLE MANAGED     | A few members who are recruited for a volunteer team(s) |

### Hours and Compensation

**15–20 hrs**

Per week — part-time position

**\$35,000**

Annual salary

**4 weeks**

Paid time off



## KEY RESPONSIBILITIES

## 04 Where You'll Spend Your Time

### I. Sunday Worship Leadership

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- ◆ Lead the musical portion of the service nearly every week — from acoustic guitar or keys, and from the front of the stage.
- ◆ Learn and incorporate songs chosen by Pastor Cord (from the Sing! Hymnal) until both parties feel comfortable with the Director of Music making song selections.
- ◆ Create a modern, engaging worship environment that feels intentional, even in a historically liturgical and sacramental service.

### II. Preparation and Planning

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- ◆ Meet weekly with Planting Pastor to plan the arc and logistics of the service and stay aligned, ensuring music, media, and message flow together smoothly.
- ◆ Engage in occasional reading and study, as assigned, to grow in musical, theological, and leadership craft.
- ◆ Discuss vision and submit yearly plans and budgets for approval by the Oversight Commission.

### III. Volunteer Culture Building

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- ◆ Ruthlessly recruit, audition, train, and schedule musicians, audio/visual techs, and creative volunteers.
- ◆ Build a sustainable rotation from a limited volunteer pool — multiplying leaders, not just filling slots.
- ◆ Create a culture where serving on a Sunday team feels like joining a family, not filling a shift.

### IV. Production Logistics

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- ◆ Build a competent production team from the ground up, capable of running a full but simple AVL system weekly.
- ◆ Manage and maintain all audio, video, and lighting gear with a church-plant budget in mind.
- ◆ Troubleshoot technical issues in real time, calmly and professionally.
- ◆ Establish simple, repeatable systems for setup, teardown, and gear storage that a volunteer team can run without you.



## 05 QUALIFICATIONS & COMPETENCIES

# Who We're Looking For

### Entrepreneurial "Grit"

High flexibility, comfortable with ambiguity, and able to thrive where roles overlap and plans change on short notice.

### Relational Magnet

A warm, magnetic personality with a proven track record of inviting people into community and mobilizing volunteers.

### Musical and Vocal Strength

Able to front a modern worship band with strong vocal capability and excellent proficiency leading from acoustic guitar or keys.

### Production Capability

Competent in basic live audio mixing, streaming setups, ProPresenter, and Planning Center Services.

## Spiritual & Character Qualifications

- ◆ A growing, credible walk with Christ and joyful alignment with historic, orthodox Christianity as articulated in the Nicene Creed.
- ◆ Openness to learning about Reformed theology and Reformed worship, walked out in discipleship with Pastor Cord.
- ◆ Enthusiastic support of All Souls Presbyterian Church's vision to plant a church in Northville and Novi and reach a spiritually dark, materially prosperous community.
- ◆ A servant's posture — willing to do whatever the launch team needs, from leading worship to helping load a trailer.

## Experience & Education

- ◆ Prior experience leading worship in a church context; church-plant or small-team experience is a strong plus. A self-starter, comfortable being the first — or only — creative hire on a brand-new team.
- ◆ Working knowledge of Planning Center Services and ProPresenter (or comparable platforms).
- ◆ Formal degree training in music, worship, or ministry is a plus, but not inherently required.

## Next Steps & Applying

### 01 • APPLY

Email a resume and a video of yourself playing and singing to [cord@allsoulsnoviroad.com](mailto:cord@allsoulsnoviroad.com) by **October 31**

### 02 • ASSESS

Complete the Working Genius survey

### 03 • INTERVIEW

Initial phone interview

### 04 • FINALISTS

Final two candidates: dinner with Pastor Cord and congregation members

### 05 • DECISION

A final conversation with Pastor Cord, then a hiring recommendation to the Presbytery Oversight Commission