



# DIRECTOR OF MUSIC

West Hopewell Presbyterian Church · Hopewell, Virginia

Part-Time Position · \$25,000 Annually · 15–20 Hours/Week

## ABOUT OUR CHURCH

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West Hopewell Presbyterian Church is a historic congregation located in Hopewell, Virginia. The church is widely known as the place where Tim Keller first learned and served in pastoral ministry, and we remain deeply grateful for the Lord's faithfulness through generations of ministry.

Today, West Hopewell is in an exciting season of renewal and revitalization. We currently average approximately 54 people in Sunday worship, representing a 22% increase in attendance over the past year. Our Sunday School has also grown by 27% during the same period. We are a multigenerational congregation with a significant number of older adults, along with children and younger families. God is continuing to strengthen our congregation as we seek to grow deeper in worship, community, discipleship, and gospel witness within our city and surrounding communities.

Our current music ministry is intentionally simple and largely volunteer-supported. We have **two volunteer pianists, a volunteer vocalist, and a volunteer who occasionally plays the flute**. We are looking for a Music Director who will not simply maintain an established music program, but will have the opportunity to **help us build and develop a healthy music ministry as part of our church's broader revitalization**.

We desire worship that is theologically rich, Christ-centered, biblically faithful, and marked by the joyful participation of the whole congregation. The Music Director will have an important role in helping us strengthen congregational singing, develop and encourage our existing volunteers, identify and cultivate additional musical gifts within the church, and help shape a sustainable music ministry for the future.

## OUR PHILOSOPHY OF WORSHIP

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Our goal is not performance, but participation. We desire worship that encourages the gathered church to sing confidently and wholeheartedly together. We value both the rich heritage of historic hymns and the thoughtful incorporation of modern songs that faithfully serve the worship life of the church. We are committed to preserving what is meaningful from the past while helping our congregation continue to grow in worship for the future.

## POSITION SUMMARY

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West Hopewell Presbyterian Church is seeking a part-time Director of Music to help cultivate a vibrant culture of Christ-centered worship through music.

The Director of Music will work alongside the pastor and church leadership to strengthen the voice of the congregation in worship and help foster joyful, meaningful participation in singing. The ideal candidate

will be a mature Christian who is passionate about helping the church sing with understanding, reverence, joy, and unity — someone who values both the theological depth of historic hymns and the careful use of modern worship music.

## POSITION DETAILS

|               |                      |
|---------------|----------------------|
| Type:         | Part-Time            |
| Hours:        | 15–20 hours per week |
| Compensation: | \$25,000 annually    |
| Location:     | Hopewell, Virginia   |

## PRIMARY RESPONSIBILITIES

### Lead Congregational Singing

- ▶ Lead music during Sunday worship services
- ▶ Encourage strong congregational participation in worship
- ▶ Select biblically faithful, theologically rich, and singable songs
- ▶ Help cultivate worship that is reverent, joyful, and Christ-centered

### Build & Lead Volunteer Musicians

- ▶ Recruit, organize, and encourage volunteer singers and instrumentalists
- ▶ Lead rehearsals and prepare volunteers for Sunday worship
- ▶ Develop a healthy and encouraging ministry culture among musicians
- ▶ Help equip and mentor developing musicians within the church
- ▶ Provide musical direction and leadership for the worship team

### Worship Planning & Song Selection

- ▶ Plan weekly worship music in collaboration with church leadership
- ▶ Thoughtfully incorporate both hymns and modern worship songs
- ▶ Introduce new songs gradually and wisely
- ▶ Support seasonal worship planning throughout the church year
- ▶ Ensure theological clarity and consistency in song choices

### Shepherd the Worship Culture

- ▶ Help cultivate a church-wide culture of joyful congregational singing
- ▶ Build relationships within the congregation
- ▶ Lead change patiently, relationally, and wisely
- ▶ Support the church's mission of discipleship, community, and gospel witness

### Administrative Responsibilities

- ▶ Coordinate volunteer scheduling and communication
- ▶ Organize rehearsals and music resources
- ▶ Prepare music and service materials as needed
- ▶ Oversee basic worship-related logistical needs

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## SUPPORT FOR THIS ROLE

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We want the Director of Music to be supported realistically and thoughtfully in this role. We are committed to having ongoing conversations about the tools, equipment, software, and budget needed to effectively accomplish the goals of this ministry.

Support for this role includes:

- 3–4 paid Sundays off annually
- A continuing education budget of up to \$1000 annually for conferences, training, books, or ministry development
- Collaborative conversations regarding music ministry budget needs and priorities
- Pastoral and leadership support in cultivating and growing the music ministry over time

We recognize that building a healthy culture of congregational singing requires both patience and practical support, and we desire to partner together in that work.

## QUALIFICATIONS

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- ▶ The ideal candidate will be a mature follower of Jesus Christ with a clear and credible profession of faith, demonstrating Christian character, humility, and integrity in both personal life and ministry.
- ▶ They should possess a servant-hearted love for the local church and a desire to participate meaningfully in the life and mission of West Hopewell Presbyterian Church, with alignment to its theological convictions and ministry philosophy.
- ▶ Musically, the candidate should be able to confidently lead congregational singing and provide vocal leadership for the church. Instrumental proficiency is highly preferred. They should have familiarity with both historic hymns and modern worship music and be able to thoughtfully guide a small group of volunteer musicians of varying skill levels.
- ▶ The ideal candidate will also demonstrate relational warmth, emotional maturity, and strong communication and organizational skills. They should be humble, teachable, and collaborative, with wisdom and patience in leading within a multi-generational church context and the ability to work closely with pastoral leadership.

## HOW TO APPLY

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Interested candidates should visit our website at [www.westhopewell.com](http://www.westhopewell.com) and apply online. Be prepared to submit:

- ▶ Resume or ministry experience summary
- ▶ Personal testimony of faith
- ▶ Brief philosophy of worship and congregational singing
- ▶ References
- ▶ Optional recordings or examples of musical leadership

Selected candidates may be invited to interview with church leadership, lead a rehearsal and Sunday worship service, and meet with volunteers and congregation members.

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## OUR VISION

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*We are not simply seeking someone to lead music on Sundays. We are seeking someone who can help our church sing together with greater joy, depth, unity, and faithfulness for years to come.*