



# Director of Worship Music

**Overview:** We are seeking a gifted worship musician to serve as our Part-time Director of Worship Music. The ideal candidate would have a deep commitment to glorifying God through worship music and a heart to lead our congregation in worship through song. This role involves overseeing various other aspects of the worship music ministry, including sound, lighting, ProPresenter, and live streaming.

**Accountable To:** The Session (Board of Elders), reporting directly to the Executive Pastor

**Hours and Compensation:** This is a part-time position with hours (20-30 hours per week) and compensation (\$25,000 - \$40,000 per year) that are negotiable and commensurate with the qualifications and experience of the candidate.

## **A NOTE TO CURRENT/PROSPECTIVE SEMINARY STUDENTS & GRADUATES:**

The above indicates that this is a part-time position. However, we are open to discussing broadening it to include a Pastoral Internship or Church Planting Apprenticeship. This would likely involve some support raising, but if that more closely aligns with your ministry goals, don't hesitate to apply and/or contact us with questions.

## **Qualifications:**

- A committed follower of Jesus Christ with a vibrant personal faith
- A current member of Crossroads or a commitment to pursuing membership
- Alignment with the doctrine of the Presbyterian Church in America
- A personal passion for worship music and a clear calling to assist in leading God's people in passionate worship
- A commitment to developing the worship music ministry in line with the CCC Theology and Philosophy of Worship
- Knowledge of traditional Christian hymnody and contemporary music
- Excellent vocalist with the ability to lead other vocalists and the congregation
- Demonstrated instrumental proficiency (guitar, piano, etc.)
- Experience in leading worship music including leading transitions between worship elements
- Strong communication and organizational skills
- An ability to recruit, train, and lead volunteer teams effectively
- Thrives in a team environment with a commitment to collaboration
- Flexible schedule to accommodate rehearsals, services, and special events
- Preferred: Knowledge of audio, lighting, and presentation software (e.g., ProPresenter)
- Preferred: Experience with live streaming technology and online platforms (VMix, YouTube, One Church)
- Preferred: Bachelor's degree in Music (worship arts, music performance, composition, or music education) OR Comparable Worship leading experience with proficiency in theory/arranging/conducting

## Primary Responsibilities:

- ***Worship Music Leadership***
  - Lead the congregation in the musical portions of worship with creativity and freedom within the parameters of our Theology and Philosophy of Worship and doctrinal commitments
  - Lead with a passion for the glory of God and the engagement of the congregation
  - Prepare with excellence to lead the congregation in the music portion of worship
  - Conduct weekly rehearsals
  - Recruit and support volunteers for the Worship Music Team (instrumental and vocal)
  - Recruit and support volunteers for the Tech Team (sound, visual, and livestream)
  - Prepare and manage annual worship music budget
  
- ***Worship Music Planning***
  - Stay informed on biblically based contemporary and traditional worship music trends and practices, integrating them as appropriate to enhance the overall worship experience
  - Select theologically sound and musically excellent songs and hymns that fit the worship liturgy, in consultation with the pastors
  - Collaborate with the pastors to plan weekly worship services, ensuring they are Christ-centered, biblically grounded, and reflective of the liturgical calendar
  - Select, schedule, and communicate with team members
  - Prepare rehearsal sheet music, teach offertory and new songs
  - Collaborate with Office Administrator to finalize music information for the bulletin, ProPresenter deck, etc.
  
- ***Worship Music Development***
  - Cultivate healthy relationships with Worship Music and Tech team members
  - Oversee the Tech Team which includes the sound, visual, and livestream, in conjunction with the part-time worship tech personnel
  - Oversee and maintain musical equipment and stage equipment
  - Maintain open communication with the church leadership, staff, and congregation regarding worship ministry initiatives and changes
  - Collaborate with other ministry departments to ensure a cohesive approach to church programming and events
  - Attend conferences and training on worship and music
  - Lead training sessions and workshops for Worship Music and Tech Teams
  - Attend weekly staff meetings
  - CCLI Reporting

**To apply:** Visit our website at [crossroadspca.org/job-opportunities](https://crossroadspca.org/job-opportunities).

**Questions:** Contact Executive Pastor David Peters at [dpeters@crossroadspca.org](mailto:dpeters@crossroadspca.org).