

**SOUTH MECKLENBURG PRESBYTERIAN CHURCH**  
8601 Bryant Farms Road  
Charlotte, NC 28277

**JOB DESCRIPTION**

**POSITION TITLE: Director of Music** (October 2018)

When in our music God is glorified,  
and adoration leaves no room for pride,  
it is as though the whole creation cried,  
Hallelujah!

In this lyric, Fred Pratt Green, offers insight into the deepest hope for our ministry of music here at South Mecklenburg Presbyterian Church. Whether it is the soaring harmonic of the organ leading the congregation for a hymn's last verse, the simple elegance of a clear solo voice, the haunting harmonies that mysteriously declare the dissonance of Christ's Passion, the joyous affirmation of the choir's Easter anthem, or the invitation to introspection in the grace shaped tones of the oboe, cello, guitar, or mandolin, music moves the spirit of the congregation to hear God's word and feel God's presence. We do not claim turf in the worship wars of the past two decades, rather, we rejoice in a God who may be properly praised through a broad diversity of music genres. We strive for excellence, not for affirmation, but only to point to the One who provides all life and breath. Director of Music is the name of the position we seek to fill, yet it is only through the search that we will discover what God may have in store for us. We seek someone to join us in translating what Paul's charge means for us in this time and place. "sing psalms and hymns and spiritual songs among yourselves, singing and making melody to the Lord in your hearts, giving thanks to God the Father at all times and for everything in the name of our Lord Jesus Christ."

**Church Overview**

South Mecklenburg Presbyterian Church (SMPC) is a vibrant and growing church located in the Ballantyne area of Charlotte, NC. Over the past 10 years, we have tripled in size, from a congregation of 440 members into a congregation of over 1,200 active members (representing more than 450 families). Our staff has grown significantly during this period, and we have completed four capital campaigns to support two significant building programs, including the construction of a 700-seat state-of-the-art sanctuary.

SMPC currently holds three Sunday morning worship services (8:10, 9:10, 10:10), providing three different and meaningful worship experiences. This is coupled with an active Spiritual Formation Program on Sunday mornings and numerous opportunities for spiritual formation, outreach and fellowship throughout the week. For SMPC, hospitality is a core value.

The Music Ministry at SMPC is active and strong, with a dedicated Chancel Choir, Youth and Children's Choirs, and Handbell Choirs (adult and youth). In addition, members from inside and outside of our choir programs regularly offer special music during worship. Our sanctuary includes a custom Allen Heritage 3-manual organ, Yamaha grand piano, and leading-edge sound system. Additional Kawai baby grand pianos are located in our choir room and fellowship hall. The church's music program extends beyond worship, as SMPC regularly sponsors community concerts spanning various genres. Recent examples include the Charlotte Symphony, Ballantyne Chamber Orchestra, MIPSO, Wayne Henderson, and Chris Jones and the Night Drivers.

## **Qualifications & Requirements**

### **Minimum:**

- A love for the Christ we seek to honor and serve
- Appropriate degree or training in the areas of sacred music, choral conducting, sight reading, etc.
- Accomplished pianist and/or organist
- Experience in leading, managing and motivating a team
- Noticeably diverse playlist on the iPod or phone
- A good sense of humor!

### **Additional Considerations:**

- Previous music leadership experience within a church environment
- Experience as a choir director and pianist and/or organist
- Excellent oral and written communication, organizational, and interpersonal skills
- Undergraduate or masters' degree or degree in choral conducting

## **Responsibilities**

The Director of Music will be responsible for leading and supporting the music ministry of South Mecklenburg Presbyterian Church under the supervision of the Session and Pastor.

More specific duties will include the following:

### Music-related:

1. (For combined position) Provide piano and/or organ accompaniment for all weekly Sunday morning worship services (8:10, 9:10, 10:10), as well as pre-service warm-up with choirs and sound checks with special musicians (unless alternative arrangements have been made).
2. Recruit develop, coordinate, and accompany choirs (Adult and hand bell choir) for practice and presentation of all musical offerings throughout the year. Coordinate, develop, and accompany soloists, small groups/ensembles and special music

opportunities, for practice and presentation of musical offerings throughout the year. Coordinate youth and children's choirs (with volunteers) and assist with the integration of music into children's spiritual formation opportunities.

3. Provide an atmosphere of acceptance, mutual support, and encouragement that nurtures, fosters fellowship and motivates growth as the choirs expand their musical knowledge and repertoire, helping them reach their potential and best use of their musical gifts.
4. Prepare for and conduct weekly choir rehearsals, including selection of anthems, hymns (in conjunction with the Minister), etc., as well as extra rehearsals as needed for Christmas, Easter and other special performances.
5. Provide (or provide for) a variety of musical styles (e.g. classical, traditional, Celtic, Americana/roots, jazz, bluegrass, contemporary, etc.) to create a worshipful atmosphere appropriate to the liturgical calendar and enhance the congregation's worship experience.
6. Organize and plan the music ministry in conjunction with the Minister and the Worship Committee. Meet with the Minister on a regular basis to discuss hymns and music for worship services; research hymns to support sermon scripture. (The Book of Order states that the Minister is ultimately responsible for the music performed at worship services.) Communicate worship service music selections in a timely manner for inclusion in worship bulletins.

Professional Development:

7. Maintain and grow professional competence through regular music practice and continuing education.

Administrative:

8. Attend weekly staff meetings, serve as music representative at monthly Worship Committee meetings, and meet with other committee chairmen/organizations as necessary.
9. Develop a music budget in consultation with the Worship Committee.
10. Purchase new music and music supplies, keeping within the budget set by the session. Maintain music and supplies in an organized and accessible manner.
11. Recommend maintenance for the church's musical instruments, as necessary, arrange for service, and be available to receive service technicians.

Additional Duties:

12. Provide and coordinate music at weddings (including rehearsals), funerals and any other "special" events as requested. Honorarium may be accepted (if offered by the requestor).

13. Coordinate the church's efforts to periodically host concert performances of artists representing a variety of musical styles.
14. Serve as primary contact person in managing requests for use of church instruments including requests from private music teachers for recitals.
15. Arrange for temporary replacement during sickness, holidays, or other leave of absence.
16. Maintain positive and constructive communications with the congregation, the Session, relevant committees and the staff, accepting constructive feedback and entertaining suggestions.

***This list is not intended to be all-inclusive. The employee will also perform other reasonably related business duties as assigned by the supervisor.***

South Mecklenburg Presbyterian Church is an Equal Opportunity Employer.

### **Remuneration**

The package for a full-time music director will include 10 days of vacation (2 work weeks) with maximum of 2 Sundays, PC(USA) Board of Pensions medical and retirement benefits, as well as a continuing education allowance, as appropriate.

- The base salary is dependent on experience and education level attained.
- The organist/pianist will be paid separately for weddings at South Mecklenburg Presbyterian Church in accordance with our wedding policy.

Arrangements may be considered, based on candidates' qualifications and experience.

The congregation will support the director with Christian love and prayers. The Personnel Committee and pastor will help with guidance and advice. If any problems arise with other staff members or congregation members, they should be dealt with through the Pastor and the Personnel Committee.

### **Applications**

To apply, please submit a resume to Director of Music Search, South Mecklenburg Presbyterian Church, 8601 Bryant Farms Rd, Charlotte, NC 28277; or you may email your resume to [smpcdomsearch@gmail.com](mailto:smpcdomsearch@gmail.com).

A member of our search committee will respond to all applicants.

Applicants selected for the initial interview process will be asked to play some or all of the following (based on the applicant's experience and expertise):

- Prepared organ piece

- Prepared piano piece
- Hymn specified in advance
- Hymn selected at the interview

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