

MUSIC DIRECTOR JOB DESCRIPTION
FIRST BAPTIST CHURCH FOUR OAKS
Revised March 2026

MISSION STATEMENT

The family of First Baptist Four Oaks believes in God through Jesus Christ by the power of the Holy Spirit. To fulfill the Great Commission, we will love, serve, learn, and fellowship together.

PURPOSE OF THE POSITION

The Minister of Music/Worship leads the church in a music ministry that will inspire and enhance congregational worship and fellowship, engage all age levels in a variety of musical experiences, and promote music as an important part of meaningful corporate and personal worship and spiritual growth.

RESPONSIBILITIES

- Schedule, plan, and coordinate practices with performers and sound team as needed for worship music
- Lead the congregation in worship music at Sunday morning services
- Work with the pastor to plan the music for worship and special services (Christmas Eve, Maundy Thursday, Ash Wednesdays, etc.)
- Meet with the Music Committee and the Sound Committee as needed to obtain music, instruments, and equipment as provided in the church budget
- Conduct the adult choir on Wednesday evenings, or other ensembles as needed
- Assist with funerals when asked and available
- Arrange for a substitute to lead worship music and rehearsals when absent
- Maintain the pianos and the organ (arrange for tuning, repair, etc.)

QUALIFICATIONS

The music minister should:

- Be able to confidently lead worship music and be able to read music
- Have experience with choral directing
- Be a spiritually mature disciple of Jesus Christ with a confirmed willingness to assume leadership responsibility and give the personal time, energy and resources that are required to meet the needs of the music program
- Be a spiritually gifted servant leader
- Perform this job in such a way that your professionalism, commitment, and character would bring honor not only to First Baptist Four Oaks, but ultimately to our Lord and Savior, Jesus Christ

SALARY

Determined on a yearly basis with the approval of the annual church budget

BENEFITS

- 0-1 years of service = prorated as per personnel manual
- 1-5 years of service = 2 weeks paid vacation
- 5-10 years of service = 3 weeks paid vacation
- 10+ years of services = 4 weeks paid vacation

***Except in the event of an emergency, the Pastor must be notified at least 2 weeks in advance of a planned absence.

***Repeated neglect of the duties of this position shall result in disciplinary action deemed appropriate by the Personnel Committee of First Baptist Four Oaks.