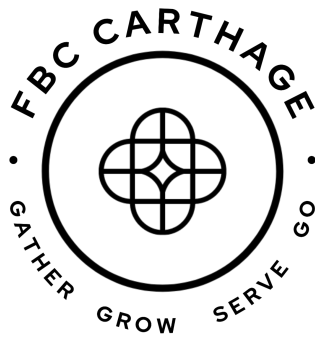




First Baptist Church • Carthage, Tennessee

Minister of Music and Teens

JOB DESCRIPTION

The First Baptist Church of Carthage, Tennessee, is seeking an energetic, Christ-centered Minister of Music and Teens. The Minister of Music and Teens will work closely with staff and volunteers to cultivate biblically faithful, spiritually healthy ministry which is both complementary to and actively engaged in the life of First Baptist Church.

Position Purpose

- Lead and strengthen the music ministry of First Baptist Church in a manner that honors Christ, supports the preaching and teaching ministry of the church, and encourages the congregation to worship God in spirit and truth.
- Provide intentional discipleship, leadership, and pastoral care for teenagers while helping them grow in their relationship with Christ, His church, and one another.

Primary Responsibilities — Music Ministry

- Plan, coordinate, and lead congregational worship services in cooperation with the pastor and church leadership.
- Direct, develop, and encourage the adult choir, instrumentalists, and other music volunteers as applicable.
- Select music that is biblically sound, Christ-centered, appropriate to the worship service, and consistent with the theological convictions and worship philosophy of First Baptist Church.
- Coordinate rehearsals, special music, seasonal services, and other church music events.
- Recruit, train, mentor, and schedule volunteers for the music ministry, developing a culture of excellence, humility, teamwork, and service.
- Work with musicians and technical volunteers to promote a well-organized worship environment.
- Encourage children and teenagers who have musical gifts and provide opportunities for them to use those gifts in appropriate ministry settings.
- Maintain effective communication with the pastor, staff, worship volunteers, and church leadership regarding schedules, services, and ministry needs.

Secondary Responsibilities — Teen Ministry

- The Minister of Music and Teens will arrange and lead the MAIN weekly teen meeting (Wednesdays 5:30-7:00). The teens already have Sunday school volunteers and Sunday night programming in place (which do not require the MMT's presence).
- That being said, The Minister of Music and Teens will be the leader responsible for the overall direction of the teen program and its volunteers.
- Work with teens and volunteers to provide worship, games, and teaching for each Wednesday evening gathering.
- Develop and lead a biblically grounded ministry for teens, with an emphasis on salvation, discipleship, spiritual growth, service, evangelism, and fellowship.
- Build meaningful relationships with teens and provide age-appropriate spiritual encouragement, guidance, and pastoral care.
- Recruit, equip, and lead adult volunteers who can faithfully serve teens and provide healthy spiritual mentorship.
- Partner with parents and families by maintaining clear, respectful, and consistent communication about teen ministry activities and spiritual development.
- Plan and oversee teen events, retreats, mission opportunities, service projects, conferences, and other activities that support the ministry's spiritual goals.
- Maintain appropriate ministry boundaries and follow all church policies concerning child and youth safety, transportation, communication, and supervision.

Shared Ministry Expectations

- Support the overall vision, mission, doctrine, and ministry direction of First Baptist Church.
- Participate faithfully in the life of the church, including worship services, staff meetings, ministry events, and other responsibilities assigned by the pastor or church leadership.
- Model Christian character, integrity, humility, servant leadership, and a consistent personal devotional life.
- Work cooperatively with the pastor, staff, deacons, ministry leaders, parents, volunteers, and congregation.
- Handle ministry responsibilities with appropriate organization, preparation, confidentiality, and follow-through.

Qualifications and Preferred Experience

- A clear testimony of personal faith in Jesus Christ and a commitment to biblical Christian doctrine.
- A strong calling and demonstrated gifting in worship/music ministry with a heart to minister to teenagers.
- Ability to lead congregational worship with musical competence, spiritual sensitivity, and a servant's heart.
- Experience leading or serving in a church music ministry and/or student ministry preferred.
- MUST read music fluently enough to read and teach SATB vocal harmonies.
- A candidate with the ability to tastefully include *some* modern Christian music is preferred.
- Strong communication, organizational, relational, and leadership skills.
- Ability to recruit, equip, encourage, and work effectively with volunteers.
- A willingness to pursue continuing growth in biblical knowledge, ministry skill, and leadership development.
- Formal ministry or theological education is preferred, though demonstrated ministry experience and gifting will also be considered.

Personal and Spiritual Characteristics

- Demonstrates a growing relationship with Christ and a life consistent with Christian character.
- Is teachable, dependable, approachable, and able to receive and implement constructive feedback.
- Values the local church and understands ministry as service rather than performance.
- Has a genuine love for teenagers and a desire to see the next generation become committed followers of Christ.
- Approaches worship with theological depth, pastoral sensitivity, preparation, and humility.

Reports To

- Pastor and/or designated church leadership, according to the organizational structure established by First Baptist Church.

Employment Details

- Full Time with benefits. Compensation, work schedule, and other personnel details will be determined by the church and communicated during the interview and hiring process.

How to Apply

- Interested candidates should submit a resume and links to videos of you leading worship and conducting choir. Additional references or ministry materials may be requested during the selection process.