

Position Title: Pastor of Music, Worship, and Community

Huguenot Road Baptist Church is seeking a Pastor of Music, Worship, and Community who will move our Music and Worship ministry forward by the leading of the Holy Spirit, and realizing the Mission and Vision Statements of Huguenot Road Baptist Church: **“Loving, Understanding and Empathizing with our Community . . . and the World”**

Huguenot Road Baptist Church is a moderate Baptist congregation of approximately 400 families in partnership with five denominational entities; *River City Faith Network*, *Baptist General Association of VA*, *Cooperative Baptist Fellowship of VA*, *Cooperative Baptist Fellowship Global* and *Baptist World Alliance*. We are located in Chesterfield County, just outside Richmond, VA. Chesterfield County is a family-friendly community and the fastest growing locality in Virginia. It is also home to award-winning public and private schools.

Pastoral Qualities

A successful candidate will model servant leadership in teams, rehearsals, and worship. This person will demonstrate pastoral initiative and mature interpersonal skills in staff and congregational relationships. The candidate will partner with the Senior Pastor in visitation, outreach, theological priorities, and fulfilling the congregation's mission. Multigenerational ministry to families and the community is a high priority.

Music and Worship Skills

A successful candidate will demonstrate competency in choral conducting and pedagogical skills, with a passion for teaching at all age levels. This person will select music that amplifies Christological themes and scriptural truth. They will demonstrate experience in a variety of worship styles, creativity in worship planning, and technological skills that facilitate online and in-person worship. Integrating choral and instrumental music into the fabric of worship and engaging the congregation in singing are significant priorities. Their leadership should manifest dignity and warmth.

Administrative Expectations

A successful candidate will exhibit time management skills, engage in pastoral concerns, visitation, and outreach to the community through music. This person will be knowledgeable of software and technological platforms that facilitate administrative management and worship. They will develop, support, and encourage volunteers in various music and worship leadership areas. They must be able to manage simultaneous events, plan budgets that reflect their ministry priorities, maintain instruments, and engage in long-range planning.

Candidate Qualifications

A successful candidate will hold an undergraduate degree in music (BA, BM, BME) and demonstrate prior successful leadership experience for five to ten years. This person will exhibit a theological curiosity and be theologically compatible with the congregation's mission. Important qualities include experience in multigenerational ministry and community involvement. A master's degree is desirable.

Creative Aspirations

Huguenot Road Baptist Church desires to support and develop the unique gifts that the candidate may bring to ministry, such as musical composition, instrumental or vocal skills, drama, and teaching. The congregation also desires to nourish areas of interest that help the candidate fulfill their vocation more fully through seminars, courses, or workshops.

General Information

All staff members must pass a background and credit check, subscribe to HRBC's Personnel and Child Protection policies, and support the congregation's mission and vision. The Human Resources Group will conduct an annual review. Compensation will include salary, health insurance, retirement, paid time off, two weeks of professional development, and sabbatical.

Learn more at: <https://hrbcrichmond.org>

Application Process

Applications completed by April 1st will receive priority, though the search will remain open until the position has been filled.

A complete application in .pdf format will include:

1. A cover letter connecting the candidate's resume with HRBC's mission and position description.
2. A resume (with references).
3. A philosophy of music ministry statement (two pages maximum).

The Search Committee will consider an application only after all documents are received. The Committee will contact references after they review completed applications.

Applications should be sent to: applications@hrbcrichmond.org