

CULTIVATING PART TIME MUSIC DIRECTOR PROSPECTS

- A Document prepared by Mark Powers, Worship & Music Director, SCBC, for SC Baptist Churches –

Due to rising employee benefit costs and a multitude of other factors, many churches are looking for part-time Music/Worship Directors to lead their worship and music ministries. Let our office help you as you negotiate through this process of searching for God's person to lead your worship ministry. I highly recommend that you form a Search Team to include both musicians and personnel team members to work closely with the Pastor to find God's direction throughout this process. First, after much prayer, develop a Job Description for the position as a basis for negotiating the work load and expectations with candidates. Then, consider using some of the ideas below to cultivate prospects to interview for your Music/Worship leading position. Part-time candidates for music leadership positions are scarce so plan to pursue every avenue to discover God's person to lead your worship and music ministry.

- Develop an attractive flier which presents the basic job information (church info, contact persons, job expectations, "salary negotiable").
 - Post the flier at local music stores.
 - Mail the flier to local public school music teachers and private piano teachers.
- Send the flier to full-time music directors in local churches nearby with a note asking them to post it on their choir room bulletin board
- Appoint a Search Team member to phone local church musicians and local Baptist Associational offices to ask for prospects.
- Post the flier on bulletin boards in the Arts Schools and Student Centers at local colleges, universities and tech schools.
 - Post the job opening with THE BAPTIST COURIER classified ads at <http://www.baptistcourier.com/classifieds.page> or by calling 888-667-4693.
- Contact BCM Baptist Campus Ministries in your local colleges for candidates.

Here's a very good idea from a friend in Texas: Call the nearest, larger church. Ask for the music minister. Ask him THIS QUESTION: When you are out of the pulpit, who do you use to supply for you? That's a list that he keeps. Don't call the pastor and ask for suggestions for worship leaders – he doesn't know what to tell you. Don't call the worship leader and ask if he has anyone in his church who might be a candidate to fill your need – he doesn't want to let that person go. Just ask who he uses in his absence. He will normally have a list of 6 or 8 names and numbers – and he won't mind passing that list along to you. Call the list and see if you can get a candidate from those prospects!

IN SUMMARY: Your Search Team can develop other ideas for cultivating prospects, too. Remember, musicians know musicians and it is best to talk to as many as possible to find prospects. And the best pathway to success is paved with prayer!

ULTIMATELY YOU MUST ASK THIS QUESTION: Who are you raising up? Who in your church is your church investing in to become a worship leader? If you are not raising someone up, chances are most other churches are not, either. There will be none. If you were dissatisfied with the last three guys, then raise some future leaders up the way you want them to be.

*Call our Worship and Music Office at 803-765-0030
for assistance as needed throughout the process.*