

First Presbyterian Church of Fort Wayne, IN
Director of Music Ministries (Full time - 40 hours/week)
Minimum Salary \$65,000 with competitive benefits

Who We Are

First Presbyterian Church is a downtown congregation in Fort Wayne, Indiana, serving a dynamic and evolving community. We seek to live out our faith through worship, mission outreach, the arts, and community engagement. We have a deep appreciation for our musical legacy and are eager to broaden our repertoire and participation. The church is bold and imaginative in its music ministry, and we welcome a creative partner to journey with us.

Fort Wayne, located in Northeast Indiana, is the state's second-largest city and sits within a 2- to 3-hour drive of Indianapolis, Cleveland, Detroit, and Chicago. Recognized as one of the best places to live in the U.S., Fort Wayne offers affordable living, excellent schools and universities, a thriving arts community, and minor league sports teams. The downtown area has been revitalized; everywhere around the church, new restaurants and apartment buildings are being built. It's an exciting time to be at First Pres and in downtown Fort Wayne as we seek the heart of God in the heart of the city.

Candidate Profile

The successful candidate will be a gifted choral director with strong organ and keyboard skills. They will bring a listening spirit that values diverse voices and a collaborative leadership style grounded in humility, creativity, and joy. They will see music as a theological, formational, and mission-related tool—not just a performance. They will welcome and nurture singers and musicians of all ages and abilities, and be energized by the opportunity to grow a vibrant, intergenerational music ministry.

Job Description

The Director of Music Ministries at First Presbyterian Church of Fort Wayne is a full-time position that plays a central role in shaping the worship life of the congregation. In addition, the Director will oversee the church's Music Series (including the biennial National Organ Playing Competition), support efforts to grow music opportunities for children and youth, and engage the broader Fort Wayne community through creative partnerships and outreach.

Relationship

The Director of Music Ministries is accountable to the Session through the Personnel Committee and reports to the Pastor/Head of Staff

Primary Responsibilities

- Serve as primary director for all choirs
- Play organ and piano for Sunday worship services, special liturgical events, and weddings/funerals as requested
- Develop and manage a comprehensive music ministry that includes children, youth, and intergenerational participation
- Collaborate with the Pastor and staff on weekly worship planning and special services
- Select, prepare, and lead music that aligns with the liturgical calendar and sermon/scripture themes
- Recruit, mentor, and equip volunteer musicians of all skill levels
- Supervise additional music staff (e.g., section leaders, accompanists)
- Support and strengthen connections between the music ministry and the church's broader arts programming

- Manage the Annual Music Series including the biennial National Organ Playing Competition
- Manage the music ministry budget, music library, music copyrights, and care of instruments

Personal Qualities:

- Has a deep faith that guides your life
- Moral integrity
- Appreciation and support of the theological beliefs of the Presbyterian Church (USA) as an expression of the Reformed faith (especially regarding the interpretation of scripture,) and the First Presbyterian Church Personnel Policy and Statement of Inclusiveness
- Strong interpersonal skills including openness, warmth, humor, compassion, and ability to relate to people of all types and views
- Flexibility, creativity, and desire to keep the music program fresh while respecting its traditions

Qualifications:

- Minimum of Bachelor's Degree in music with relevant experience
- Proficiency in vocal coaching, organ playing and choral/orchestra conducting
- Excellent organizational skills
- Ability to work cooperatively as part of a multiple staff team
- Ability to manage multiple tasks and projects and meet deadlines
- Proactive and confident in problem solving or presenting recommended solutions

HOW TO APPLY

The application deadline is **July 1, 2025**. To apply, please submit the following to musicsearch@firstpresfortwayne.org:

- A cover letter explaining your interest in the position and the role your faith plays in your life
- Your resume or CV and three recent references, one of which should be a direct supervisor or head of staff
- Supporting materials, including links to recent videos or recordings that demonstrate your musical skills, interests, and creativity. We welcome 2-3 samples totaling no more than 10-15 minutes

For more information, visit our website at: <https://firstpresfortwayne.org/music-director/>