



DO WHAT
YOU LOVE.



NEW HOPE CHRISTIAN CENTER

CENTRAL WORSHIP ARTS PASTOR
JOB PROFILE



A person with a backpack is walking from left to right in the foreground, slightly out of focus. In the background, the Manhattan Bridge spans the frame, with its steel structure and suspension cables clearly visible. The scene is set during sunset or sunrise, with a warm, golden light illuminating the bridge and the surrounding city buildings. The sky is a mix of orange and blue. The overall mood is urban and dynamic.

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WE EXIST TO BRING
TRANSFORMATION
TO PEOPLE AND
ORGANIZATIONS
ONE STRONG HIRE
AT A TIME



THE NEW HOPE CHRISTIAN CENTER STORY

New Hope Christian Center was founded in 1980 out of the Charismatic renewal movement of the 1970s. The church began when a group of believers from a non-instrumental Church of Christ desired to embrace both the authority of Scripture and the present work of the Holy Spirit.

From its inception, New Hope has been committed to biblical teaching, authentic worship, evangelism, and discipleship. Under the faithful leadership of Founding Pastor Ralph Diehl, the church experienced decades of steady growth.

As the congregation expanded, a new worship facility was constructed in 1996. Continued growth quickly led to the addition of offices and classroom space in 1998. During the late 1990s, New Hope broadened its missions focus by adopting an unreached people group in Indonesia, a partnership the church continues to support today.

From approximately 2005 through 2015, the church experienced a slow decline. A decline that was so slow it just looked like a plateau. The COVID-19 pandemic became an unexpected turning point. Because New Hope embraced livestream ministry early, the church discovered new ways to reach people beyond its walls, helping reignite momentum and opening new opportunities for ministry.

In January 2024, Adam Diehl became Lead Pastor, with Ralph Diehl assuming the role of Pastor Emeritus after more than four decades of faithful leadership. Building on the church's rich heritage while embracing a renewed vision for the future, New Hope launched its second location north of Fort Wayne in May 2025.

Since then, the church has continued to experience healthy growth in attendance, leadership development, and community impact.

Today, New Hope Christian Center is a multigenerational, multi-location church with a clear mission: lost people found, found people free, and free people empowered. With a strong legacy of faithfulness, a growing leadership culture, an expanding regional presence, and a commitment to both local outreach and global missions, the church is well positioned for continued growth and Kingdom impact in the years ahead.

MISSION

- Lost People Found - We want people to meet Jesus.
- Found People Free - Once you meet Jesus, you need healing from hurts.
- Free People Empowered - We help people do whatever it is God's called them to do!

CORE VALUES

- Set Free to Be. We live in freedom knowing who we are in Christ.
- Strive to Thrive. We prioritize our relationship with Jesus.
- Better Together. We are known, loved, and challenged through relationships.
- Serve All, Love All. We use our gifts to serve others with the love of Jesus.
- Live to Give. We generously steward what we've been given.

JOB SUMMARY

The Central Worship Arts Director/Pastor serves under the direction of the Lead Pastor and is responsible for cultivating and leading a life-giving, passionate, spiritually healthy, and skillful culture of worship and creative arts across all campuses of New Hope Christian Center.

This role provides vision, leadership, development, and oversight for worship, production, and creative teams while helping create engaging and distraction-free environments where people can encounter God.

PERSONAL PROFILE

- High-level leader who can equip others, build teams, and get work done through people rather than trying to do everything themselves.
- Able to think strategically about systems, team development, and leading through layers.
- Vision-caster who can help the worship team express worship with clarity, excellence, and authenticity.
- Strong musical leader who can develop teams and help volunteers grow in vocals, instrumentation, and overall worship leading.
- Understands the flow and feel of a worship experience, including transitions, musical moments, and when something feels awkward or disconnected.
- Creative leader who can guide creative teams, oversee areas they may not fully understand, and find solutions through collaboration or outsourcing when needed.
- Able to see the bigger picture, orchestrate multiple pieces, and help push the creative vision forward.
- Teachable and humble, with a genuine desire to grow and a willingness to change.
- Maintains a growth mindset and never stops developing the skills needed for the role.
- Values humility as much as experience and is willing to grow with the church.



ESSENTIAL DUTIES & RESPONSIBILITIES

Worship & Service Leadership:

- Recruit, train, schedule, and care for worship and production volunteers, including vocalists, musicians, and tech teams.
- Lead worship services, rehearsals, and ministry moments with both musical excellence and spiritual sensitivity.
- Plan and coordinate services in collaboration with pastoral and ministry staff.
- Build services with intentional flow, transitions, creativity, and responsiveness to the Holy Spirit.
- Maintain and manage song rotation and introduce new music strategically and regularly that align with the vision of the church.
- Utilize Planning Center Online for scheduling, service planning, and volunteer communication.
- Provide leadership for special services, productions, conferences, and church events.

Team Development & Pastoral Care:

- Develop the spiritual health, leadership capacity, and ministry skills of volunteers and leaders.
- Provide direct pastoral care, encouragement, and discipleship to team members.
- Build strong volunteer culture through communication, appreciation, accountability, and leadership development.
- Lead and oversee volunteer leaders and staff within worship arts and production ministries.



ESSENTIAL DUTIES & RESPONSIBILITIES

Creative Arts & Production Oversight:

- Provide oversight and leadership for all worship arts and production-related areas. This does NOT necessarily require direct hands-on attention; other leaders (staff or volunteer) may report to you. These areas may include: AVL, graphics, communication, photography, video, stage design, etc.
- Ensure stages and worship environments remain clean, intentional, functional, and visually cohesive across all locations.
- Oversee maintenance and stewardship of instruments, AVL systems, and related equipment.
- Troubleshoot minor AVL and production issues as needed.
- Oversee operation of video and lighting systems.
- Resource and support Kids and Teen worship environments.

Administrative & Organizational Leadership:

- Steward ministry budgets and resources responsibly.
- Direct Church Communication, coordinating creative components to help people take a next step.
- Support the Lead Pastor and overall mission of the church through creative collaboration and sermon support.
- Participate in staff meetings, planning meetings, leadership gatherings, and strategic initiatives.
- Perform additional responsibilities as needed to support the mission and ministry of New Hope Christian Center.



SKILLS & REQUIREMENTS

Leadership & Character:

- Strong relational leadership and team-building skills.
- Servant-hearted leader who empowers and develops others.
- Proven ability to lead through others rather than simply doing the work themselves.
- Experience developing volunteer leaders or overseeing leaders responsible for specific ministry areas.
- Able to lead with both breadth and depth, providing oversight across multiple creative and ministry environments.
- Able to lead other leaders, build trust with directors, and provide oversight across multiple locations or campuses.
- Humble, emotionally healthy, teachable, and self-aware.
- High level of integrity and discretion in handling confidential matters.
- Positive, flexible, and solutions-oriented under pressure.
- Strong organizational, communication, and project management skills.
- Passion for the local church and creating environments where people encounter Jesus.

Education & Experience:

- Some college education is preferred.
- A high school diploma may be considered if the candidate demonstrates strong experience, drive, and a clear willingness to learn.
- Candidate should demonstrate the ability to learn and follow established systems, standards, and style guides.
- Prior training or experience that supports the role is valuable, such as vocal training, creative coursework, production experience, or ministry leadership development.



SKILLS & REQUIREMENTS

Musical, Creative & Technical Competency:

- Strong musical ability, including vocal leadership and proficiency on piano or guitar.
- Ability to lead worship confidently and authentically.
- Able to develop and coach worship team members in areas such as vocals and worship leadership.
- Working knowledge of AVL systems and/or willingness to acquire it.
- Able to provide oversight and leadership to areas even when not personally operating them.
- Able to provide oversight across creative environments, even when not an expert in every area.
- Comfortable leading across a broad range of creative components, including worship, production, lighting, photography, video, graphics, and service programming.
- Hands-on experience in at least one creative or technical area beyond worship leading, such as audio, video, photography, graphic design, or production support.
- Proficiency or willingness to learn relevant software and tools such as Planning Center, Microsoft Office, Apple Pages, Ableton, Adobe Creative Suite, and other ministry or production software.
- Ability to type 45+ words per minute.

Spiritual Alignment:

- Growing and active personal relationship with Jesus Christ.
- Lifestyle and character consistent with biblical leadership.
- Alignment with the mission, values, and doctrine of New Hope Christian Center.
- Personal experience with and/or openness to Charismatic theology development.





AUBURN, IN

Auburn, Indiana, offers the warmth, safety, and community feel of small-town life. Located in DeKalb County, Auburn is part of a rural area known for its family-friendly atmosphere and welcoming pace of life.

While Auburn offers the charm and connection of a smaller community, the conveniences of Fort Wayne are just a short drive away. This gives residents easy access to shopping, restaurants, entertainment, and regional destinations like Sweetwater Sound.

Families are drawn to the area for its safe and excellent public schools, nearby Christian school options, and a thriving homeschool network. It is a great place to put down roots, raise a family, and serve a region where people value faith, community, and meaningful relationships.

New Hope serves a broad area across Northeast Indiana and draws people from both Auburn and the surrounding communities. The church is committed to preaching the Bible, keeping Jesus at the center, and creating a welcoming environment where people from different backgrounds can encounter Him.

WHO WE ARE

We are bold. We are diverse. We are the catalyst for transformational change by connecting dynamic leaders, driven by a unique calling, equipping & empowering them to create exponential impact.

OUR WHY

We exist to bring transformation to people and organizations, ONE strong hire at a time.

OUR VALUES

EXPERTLY SKILLED
WILDLY EFFECTIVE
AUDACIOUSLY INNOVATIVE
BOLDLY AUTHENTIC
PASSIONATELY TRANSFORMATIONAL
UNUSUALLY GENEROUS

