

POSITION DESCRIPTION FOR CHURCH MUSICIAN

Elim Lutheran Church, Port Orchard, Washington

The church musician, along with the Pastor, is responsible for leading the congregation in worship in a manner which enables them to experience the Gospel and give praise and thanks to God. The Church Musician leads the congregation's song in all seasons, both in music and inspiration.

In order to accomplish this purpose, to facilitate good communication and to foster healthy working relationships within the congregation, this description outlines the expectations and relationships between the church musician, Pastor, and congregation.

The Church Musician will:

1. Provide music for all services of worship of the congregation, including Sunday services of worship, Ash Wednesday, Holy Week, Christmas Eve and others as planned and agreed upon.
2. Provide preludes, offertories, postludes, etc. and assist the Pastor, as needed, in choosing liturgical settings, music literature and hymns that are appropriate to the season and the liturgical tradition of the Lutheran Church.
3. Be proficient at the piano and maintain skills through appropriate practice and preparation.
4. Accompany vocal and instrumental soloists and ensembles as needed in worship.
5. Provide appropriate music for weddings and funerals which require music and make a request for the church musician. (First right of refusal is given to the Church Musician).
6. Advise the pastor and the council when the church's musical instruments require tuning and repair.
7. Arrange for appropriate vacation substitutes in consultation with the pastor.

The Congregation will:

1. Provide for an annual performance review by the pastor and other persons to be named by the congregation council.
2. Provide funds annually not to exceed \$ 75.00 for continuing education and keyboard music.
3. Provide an annual budget item for tuning and repair of pianos.
4. Inform families and couples that the church musician is to have first right of refusal for any wedding or funeral requesting keyboard music and held at the church.

Application:

A person interested in applying for this position is asked to:

- Provide a cover letter describing desire for this work and experience as a musician.
- Provide a digital recording as an example of his/her playing a hymn or other piece of music literature.
- Interview with members of the Worship and Music Committee, be given a tour of the church and be prepared to play two hymns (one chosen by the committee and one chosen by the applicant) and one piece of musical literature during the interview.

Conditions:

The first six months of employment is a probationary time with an evaluation of work at the end of the period. Evaluations will be annual after this initial time.

Also, the understanding that this is an “employment at will” arrangement and that either party may terminate the agreement, provided written notice is given thirty (30) days prior.

Compensation:

The compensation for this position is based on a range between \$100 and \$150 per week depending on the proficiency and experience the musician brings to the position. Salary will be appropriate to the musician’s experience and will be reviewed and approved annually by the council and congregation. The congregation will provide for two (2) paid Sundays off per year. Guest musicians will be compensated from the guest musician budget. The church musician is not responsible for guest musician compensation upon vacation.

Addendums:

Should appropriate, additional funds become available, and the desire and qualifications of the Church Musician are suitable, there may be opportunity to engage in leading a voice and/or bell choir. Resources of choral music and bell music libraries and three octaves of bells are available. Singers and ringers may also be available to engage.

Also, if essential or practical, this position may have the flexibility of a “job-share” between two or more musicians. Appropriate scheduling and planning will be intentionally executed in order to fairly share and implement this plan.
