

## **Job Announcement: Minister of Music – Children’s and Youth Music Director**

Lutheran Church of Hope, an ELCA congregation, is seeking a music director for its children’s and youth music ensembles. The successful candidate will have a Bachelor of Music and/or equivalent experience in music education and teaching music to children and youth; familiarity or willingness to learn various music methodologies; basic understanding or willingness to learn Lutheran theology and the role of music in Lutheran worship; and, preferably, proficiency in an accompanying instrument.

This is a new position that will build on the existing Children’s Tone Chimes ensemble, beginning a Children’s Choir Ministry, developing a Music Mentor Program for youth in grades 6-12, directing a Children’s Christmas program and directing Vacation Bible School music. The position will collaborate with LCH Music Ministries, Faith Formation Ministries and the Sunday School Ministry.

Currently, music rehearsals take place on Wednesday evenings, and Sunday mornings are anticipated in conjunction with Sunday School. It is expected that children/youth will provide 6-8 musical offerings in worship during the academic year.

This is a ten-month per year position (August to May), and will commence August 1, 2016.

Resumes and cover letters are being accepted now until the position is filled. Please send resume and cover letter electronically to Kathy Henson, search chair, at [cymdsearch@lchope.org](mailto:cymdsearch@lchope.org).

## **Position of Minister of Music: Children and Youth Music Director**

LUTHERAN CHURCH OF HOPE VISION STATEMENT: "Sharing and Transforming faith, hopes, and lives.

LUTHERAN CHURCH OF HOPE MISSION STATEMENT: "Lutheran Church of Hope proclaims Jesus Christ as Lord and Savior by

- ✞ worshipping together,
- ✞ making disciples of all members,
- ✞ reaching out to spread God's Word,
- ✞ and providing loving support to all."

The Lutheran Church has a strong liturgical heritage in its worship life. Music of all styles plays a key role in supporting and enhancing all Lutheran Worship. Worship centers around Word and Sacrament with complete Biblical texts offered for each day, festival, and season of the Church Year. Music in worship should center these Biblical themes within the church seasons, and with the Holy Spirit, nurture and broaden the lives of those who worship.

The role of the Music Staff of Lutheran Church of Hope is to facilitate and lead music and song for the whole people of God through the equipping and empowering of those wishing to share their gifts through music. The Music staff of LCHope will be creative and empowering in their work and will exemplify a team spirit for the greater ministries of Lutheran Church of Hope.

POSITION REPORTS TO: Lead Pastor

POSITION RELATES TO: Music Staff, Office Staff, Pastoral Staff, and Worship Ministry Tenet

CHURCH MEMBERSHIP: It is encouraged that the Children and Youth Music Director is an associate member of Lutheran Church of Hope.

BOARD OF TRUSTEES/CONGREGATION COUNCIL RELATIONSHIP: The Board of Trustees is responsible for all lay professional staff as far as terms of any agreements, contracts, covenants, salaries, and evaluations.

The Children and Youth Music Director should submit updates, reports, and requests through the Lead Pastor and Worship Ministry Tenet Leader.

BACKGROUND CHECK: The Children and Youth Music Director candidate must pass a background check and be finger printed prior to the start of employment at Lutheran Church of Hope. Additionally, the Children and Youth Music Director is required to have participated in SafeHaven Training. The church office has information.

## **Duties and Responsibilities:**

1. Lead, support, and enhance the vision and mission of Lutheran Church of Hope.
2. Develop, continue and direct music ensembles for kids in K-5. This would include beginning a Children's Choir, continuing Children's Tone Chimes, and beginning other music ensembles as time and numbers allow. Currently rehearsals have been taking place on Wednesday evenings.
3. Coordinate Music Mentor Program for students in grades 6-12. This involves pairing youth with adult members of the congregation who play the same/similar instruments or share an interest in a style of music. Help schedule music offerings in worship for these small groups.
4. Provide a music offering by children/youth 6-8 times during the academic ministry year. (Sept.-May). Programing, participants and scheduling at discretion of CYMD.
5. Coordinate/direct a Children's Christmas program. (Some years this may be performed in conjunction with other LCH Music Ministries).
6. Direct Vacation Bible School Music
7. Facilitate outreach opportunities for Children's and Youth Music Ministries
8. Recruitment of children, youth, and adults to participate in these ministries
9. Work closely with Faith Formation Ministries and other Music Ministries including working with Sunday School Ministry.
10. Participates in regular as well as seasonal worship and music planning with other music staff and is invited to attend the Worship Tenet meetings as a staff member. The Children and Youth Music Director will participate with the Music Staff in developing short and long range plans and annual spending plan proposals. Work with Lead Pastor, other staff of LCHope, and Worship Ministry Tenet Team to accomplish planning tasks and provide leadership to the music ministry.
11. Children and Youth Music Director will have the following paid leave:  
2 Weeks of Sick Leave (2 Wednesdays & 2 Sundays)  
2 Weeks of Vacation Leave (2 Wednesdays & 2 Sundays)

The Children and Youth Music Director is responsible for scheduling all substitutes in their absence and will notify the office in a timely manner for compensation. An approved substitute list will be kept by Children and Youth Music Director, Lead Pastor,

and Worship Tenet Leader. Substitutes will be compensated \$50 per Wednesday/Sunday by Lutheran Church of Hope.

If two or more staff positions were to be held by the same individual, vacation and sick leave time will be taken con-currently.

12. Vacation should be taken during less intensive times of the church year, and in accordance with the forthcoming Staff Handbook of Lutheran Church of Hope, all vacations will be communicated and approved by the Lead Pastor and President-Elect of the Congregation prior to vacation commencing.
13. Please consult the forthcoming Staff Handbook of Lutheran Church of Hope for information on family and/or bereavement leave.
  - a. Lutheran Church of Hope recognizes that ministry has times of varied intensity. Each employee of the church is expected to care for themselves physically, spiritually, and emotionally, finding rest and renewal in times that are not as intense.
14. An annual evaluation and goal-setting will take place each year following the completion of the program year sometime in late May or early June.
15. Read and understand the forthcoming Staff Handbook of Lutheran Church of Hope.
16. Participate in the worship life and ministry of the congregation by worshipping regularly and being present for major congregation functions such as the annual meeting and any other special meetings of the congregation.

**Skills and Qualifications:**

1. Bachelor of Music or equivalent experience.
2. Experience in music education and teaching music to children and youth
3. Familiarity with or willingness to learn basics of one or more of Kodaly, Orff, Dalcroze methodologies
4. Basic understanding or willingness to learn Lutheran theology and the role of music in Lutheran worship
5. Willingness to participate in continuing education in music education and Lutheran liturgy/worship music
6. Prefer proficiency on an accompanying instrument (this can include use of technology)
7. Experience as a “team player”, and ability to relate to others with good interpersonal skills.

**Salary and Continuing Education:**

1. \$2400 annually (10 months – Rehearsals/Offerings in Worship). Compensation will be paid monthly on the last day of the month over 10 months (August through May).
2. \$100 Continuing Education Funds. Requests will be considered by the Board of Trustees on a case by case basis.
3. Either party may sever this employment agreement by giving 2 weeks (14 days) notice.

This Agreement of Employment shall be annually updated and renewed within the schedule of the ministry/fiscal year of Lutheran Church of Hope, beginning July 1<sup>st</sup>.

This position begins on August 1, 2016.