

MUSICIAN POSITIONS

MT ZION LUTHERAN CHURCH, WAUWATOSA, WI

JOB DETAILS

- Job Type: Part-time non-exempt
- Compensation: \$7,000-\$30,000*
*Based on \$25/hr to \$30/hr for estimated average hours per week per potential position; see job description for potential positions.
- Start Date: January 4, 2022

JOB DESCRIPTION

Mt Zion Lutheran Church is a congregation that is Joyfully Growing Disciples in Christ. As a community, we come together regularly and celebrate. We also respond gracefully to grief and harm. Music is a powerful element of our celebrations, bringing out joy to its fullest and helping us when we are journeying through grief and harm. We are seeking musicians who will help bring richness to our worship as we celebrate the resurrection and God's grace.

Upon the departure of our Director of Music, we are looking for new musicians to fill in the roles the Director of Music served. Knowing musicians bring many different skillsets with them, we are open to these roles being filled in one of four possible configurations:

- 1) A single **Director of Music** covering all roles, including organist and choir director at our early service and organizer and leader of a contemporary band at our late service;
- 2) A **Traditional Service Music Leader** serving as organist, pianist, and choir director at our early service **PLUS** a **Contemporary Service Music Leader** serving as organizer and leader of a band at our late service;
- 3) An **Organist** serving as organist and pianist at our early service and as accompanist for our choirs **PLUS** a **Director of Ensembles** serving as the director of our vocal and handbell choirs and organizer and leader of a band at our late service.
- 4) A **Director of Music** serving as organist at our early service, accompanist for our choirs, and organizer and leader of a contemporary band at our late service **PLUS** a **Director of Choirs** serving as the director of our vocal and handbell choirs.

When applying, please indicate the position(s) in which you are interested.

MUSIC AT MT ZION

8:30 A.M. TRADITIONAL SERVICE

Much of the music for our traditional worship service is Lutheran hymnody and liturgy. Our congregation needs a musician who can play piano and organ and can choose music that is inclusive of all present, being mindful of serving all ages, uplifting the many demographics in our congregation, and celebrating contributions to hymnody from other parts of the Christian world.

10:45 A.M. CONTEMPORARY SERVICE

Our contemporary worship service is praise music with some liturgical elements. Many people at this service value worshipping with the songs they can hear on the radio, yet enough people choose this service for its time rather than its musical style that there is also joy in hearing contemporary remixes of traditional hymnody. This service, too, contains people of all ages and demographics, including sometimes worshipping jointly with the Korean congregation that uses our chapel.

CHOIRS

We currently have two choirs, the Voices of Zion, our vocal choir, and the Festive Bells, our bell choir. They meet on Thursday evenings and perform primarily at the 8:30 a.m. traditional service.

ADDITIONAL ROLES

Beyond being the lead musician in our worship services, musicians are encouraged to help the congregation bring their own musical skills to God in service. This may include organizing cantors, soloists, ensembles, and other special music and recruiting people into the contemporary band. This may include accompanying dancers and other artists, as well as aiding the Sunday school finding music for their classes.

MT ZION DEMOGRAPHICS

Mt Zion is a congregation located on the outer edge of Wauwatosa, a first-ring suburb of Milwaukee. Mt Zion is a Reconciling in Christ (RIC) congregation, which means we intentionally welcome people of all sexual orientations and gender identities, as well as racial identities. This welcome is not simple words; it is reality. Though a majority of the congregation is white, people of different sexual orientations, gender identities, and racial identities claim Mt Zion as their faith community.

QUALIFICATIONS APPLICABLE TO ALL POSITIONS

- Good organization, communication, and collaboration skills.
- A heart for ministry with a compassionate demeanor and a love of music.
- A degree in music is preferred but not required.

RESPONSIBILITIES APPLICABLE TO ALL POSITIONS

- Plan and coordinate the music program, in collaboration with the Pastor.
- Recruit people from within the congregation to provide music and serve in other supporting roles, in collaboration with the Volunteer Coordinator.
- Complete reports to copyright licensing agencies as required.
- Maintain an inventory of church-owned music.
- Administer expenditures within the music budget, as set by the Congregation.
- Attend staff meetings when possible. At the time of hire, staff meetings take place weekly on Wednesdays at 4:30 p.m.
- Maintain professional musical competency.
- If any conflicts arise with staff or the Pastor that the Pastor is unable to resolve, report issues to the Leadership Board Vice President.

INCLUSIVENESS IN EMPLOYMENT

Mt Zion Lutheran Church is committed to both the spirit and applicable legal requirements of equal employment opportunity and affirmative action. Consistent with this commitment, it is the policy of this church to engage employees without regard to race, color, national origin, sex, age, handicap, veteran status, marital status, or sexual orientation (or any other type of discrimination prohibited by applicable federal, state, or local laws). Because we are a church body, religion may be considered, but only to the extent that it is pertinent to the position.

Due to the inaccessible location of the organ console and bell choirs in the balcony, the ability to climb stairs is required for related positions.

TO APPLY

Submit resumes to pastor@mtzionlutheran.org or mail Attn: Pastor, Mt Zion Lutheran Church, 12012 W North Ave, Wauwatosa, WI 53226. Any questions, call the Mt Zion Pastor at 414.258.0456x403.

CONFIGURATION 1: FULL DIRECTOR OF MUSIC

Estimated average hours per week: 18.5

QUALIFICATIONS

- Demonstrated keyboard skills on organ and piano, as well as leading choirs and worship bands.
- Familiarity with traditional liturgical services and contemporary praise services.
- Experience directing choirs, bands, and ensembles.

KEY RESPONSIBILITIES

- Serve as the primary musician for all worship services, including special services and other church programs. At the time of hire, this includes an 8:30 a.m. traditional liturgical service and a 10:45 a.m. contemporary worship service. Special services and other church programs includes the Live Nativity, Christmas Eve, Ash Wednesday, midweek Lenten services, Maundy Thursday, Good Friday, Easter Vigil, and Thanksgiving Eve.
- Direct and hold regular rehearsals choirs, and with other ensembles as needed. At the time of hire, this includes weekly rehearsal with the Voices of Zion vocal choir and weekly rehearsal with the Festive Bells bell choir, with summer breaks from Memorial Day to Labor Day.
- Organize occasional special music, including acquiring outside contracts.
- Recruit people from outside the congregation to play in the band.
- Supervise the maintenance of the organ, pianos, and other instruments and audio equipment.
- Arrange for substitutes when unavailable.
- Play for weddings and funerals, as available (being the primary choice for all weddings and funerals and being permitted to receive additional compensation from the parties involved) and approve alternative requested musicians or substitutes.

CONFIGURATION 2: TRADITIONAL SERVICE MUSIC LEADER

Estimated average hours per week: 12

QUALIFICATIONS

- Demonstrated keyboard skills on organ and piano, as well as leading choirs.
- Familiarity with traditional liturgical services.
- Experience directing choirs, bands, and ensembles.

KEY RESPONSIBILITIES

- Serve as the primary musician for the 8:30 a.m. traditional liturgical service.
- Provide musical leadership at special services and other church programs as requested, such as the Live Nativity, Christmas Eve, Ash Wednesday, midweek Lenten services, Maundy Thursday, Good Friday, Easter Vigil, and Thanksgiving Eve.
- Direct and hold regular rehearsals choirs, and with other ensembles as needed. At the time of hire, this includes weekly rehearsal with the Voices of Zion vocal choir and weekly rehearsal with the Festive Bells bell choir, with summer breaks from Memorial Day to Labor Day.
- Organize occasional special music, including acquiring outside contracts.
- Supervise the maintenance of the organ and pianos.
- Arrange for substitutes when unavailable.
- Play for weddings and funerals, as available (being the primary choice for all weddings and funerals and being permitted to receive additional compensation from the parties involved) and approve alternative requested musicians or substitutes.

CONFIGURATION 2: CONTEMPORARY SERVICE MUSIC LEADER

Estimated average hours per week: 7.5

QUALIFICATIONS

- Demonstrated skills leading choirs and worship bands.
- Familiarity with contemporary praise services.

KEY RESPONSIBILITIES

- Serve as the primary musician for the 10:45 a.m. contemporary worship service.
- Provide musical leadership at special services and other church programs as requested, such as the Live Nativity, Christmas Eve, Ash Wednesday, midweek Lenten services, Maundy Thursday, Good Friday, Easter Vigil, and Thanksgiving Eve.
- Recruit people from outside the congregation to play in the band.
- Supervise the maintenance of instruments and audio equipment.
- Arrange for substitutes when unavailable.

CONFIGURATION 3: ORGANIST

Estimated average hours per week: 9

QUALIFICATIONS

- Demonstrated keyboard skills on organ and piano.
- Familiarity with traditional liturgical services.

KEY RESPONSIBILITIES

- Serve as the primary musician for the 8:30 a.m. traditional liturgical service.
- Provide musical leadership at special services and other church programs as requested, such as the Live Nativity, Christmas Eve, Ash Wednesday, midweek Lenten services, Maundy Thursday, Good Friday, Easter Vigil, and Thanksgiving Eve.
- Accompany the choirs as needed, at rehearsals and on Sundays.
- Organize occasional special music, including acquiring outside contracts.
- Supervise the maintenance of the organ and pianos.
- Arrange for substitutes when unavailable.
- Play for weddings and funerals, as available (being the primary choice for all weddings and funerals and being permitted to receive additional compensation from the parties involved) and approve alternative requested musicians or substitutes.

CONFIGURATION 3: DIRECTOR OF ENSEMBLES

Estimated average hours per week: 13

QUALIFICATIONS

- Demonstrated skills leading choirs and worship bands.
- Familiarity with contemporary praise services.

KEY RESPONSIBILITIES

- Serve as the primary musician for the 10:45 a.m. contemporary worship service.
- Provide musical leadership at special services and other church programs as requested, such as the Live Nativity, Christmas Eve, Ash Wednesday, midweek Lenten services, Maundy Thursday, Good Friday, Easter Vigil, and Thanksgiving Eve.
- Direct and hold regular rehearsals of the choirs. At the time of hire, this includes weekly rehearsal with the Voices of Zion vocal choir and weekly rehearsal with the Festive Bells bell choir, with summer breaks from Memorial Day to Labor Day.
- Recruit people from outside the congregation to play in the band.
- Supervise the maintenance of instruments and audio equipment, including the handbells.
- Arrange for substitutes when unavailable.

CONFIGURATION 4: DIRECTOR OF MUSIC

Estimated average hours per week: 15.5

QUALIFICATIONS

- Demonstrated keyboard skills on organ and piano, as well as leading worship bands.
- Familiarity with traditional liturgical services and contemporary praise services.

KEY RESPONSIBILITIES

- Serve as the primary musician for all worship services, including special services and other church programs. At the time of hire, this includes an 8:30 a.m. traditional liturgical service and a 10:45 a.m. contemporary worship service. Special services and other church programs includes the Live Nativity, Christmas Eve, Ash Wednesday, midweek Lenten services, Maundy Thursday, Good Friday, Easter Vigil, and Thanksgiving Eve.
- Accompany the choirs as needed, at rehearsals and on Sundays.
- Organize occasional special music, including acquiring outside contracts.
- Recruit people from outside the congregation to play in the band.
- Supervise the maintenance of the organ, pianos, and other instruments and audio equipment.
- Arrange for substitutes when unavailable.
- Play for weddings and funerals, as available (being the primary choice for all weddings and funerals and being permitted to receive additional compensation from the parties involved) and approve alternative requested musicians or substitutes.

CONFIGURATION 4: DIRECTOR OF CHOIRS

Estimated average hours per week: 5.5

QUALIFICATIONS

- Experience directing choirs, bands, and ensembles.

KEY RESPONSIBILITIES

- Direct and hold regular rehearsals of the choirs. At the time of hire, this includes weekly rehearsal with the Voices of Zion vocal choir and weekly rehearsal with the Festive Bells bell choir, with summer breaks from Memorial Day to Labor Day.
- Recruit people from within the congregation to participate in the choirs, in collaboration with the Volunteer Coordinator.
- Supervise the maintenance of the handbells.