

# DIRECTOR OF CHOIRS AND CONTEMPORARY MUSIC

CHOIR DIRECTOR, PIANIST, AND VOCALIST

MT ZION LUTHERAN CHURCH, WAUWATOSA, WI

## JOB DETAILS

- Job Type: Part-time non-exempt
- Average Hours per Week: 10
  - o 1.5 hours warm-up choir and Sunday service
  - o 1 hour vocal choir rehearsal
  - o 1 hour bell choir rehearsal
  - o 6.5 hours office/practice time
- Compensation: \$25-\$30/hr (paid as a salary)

## HIRING TIMELINE

- Interviews will take place in late July and early August, 2026
- We hope our new Director of Choirs and Contemporary Music can begin before September, 2026, and will ideally start mid-August.

## 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 a choir director with skills in leading contemporary music who will help bring richness to our worship as we celebrate the resurrection and God's grace. This person would lead direct both our vocal choir and our bell choir, as well as work with our organist to lead the worship music of the congregation, particularly focused on contemporary music or other worship music not suitable to the organ. In addition, we hope this person will cultivate the musical skills of our congregation, especially in the children and youth. We are seeking a vibrant musician who puts heart into their playing and brings joy to our worship.

## QUALIFICATIONS

- Demonstrated musical skills on the piano or guitar.
- 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.
- Familiarity with Lutheran liturgical services is preferred but not required.

## RESPONSIBILITIES

- Serve as the choir director and contemporary musician for the 9:30 a.m. Sunday 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 the choirs, at rehearsals and on Sundays. *In the last two years, choirs have met either on Wednesday or Thursday evenings.*
- Organize occasional special music, including acquiring outside contracts.
- Supervise the maintenance of the pianos and other instruments.
- 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.
- 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 twice monthly 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.

## MUSIC AT MT ZION

### 9:30 A.M. SUNDAY SERVICE

Our regular worship service is composed of a mixture of contemporary Christian music and traditional hymnody and liturgy. Our aim is to find a balance in styles, including the best worship music for all traditions. Our congregation needs a musician who can lead us in contemporary music, ideally providing vocals along with instrumentals, choose music that is inclusive of and involves all present, being mindful of serving all ages, uplifting the many demographics in our congregation, and celebrating contributions from other parts of the Christian world.

### CHOIRS

We currently have two choirs, the Voices of Zion, our vocal choir, and the Festive Bells, our bell choir. They meet on either Wednesday or Thursday evenings. Each choir is currently composed of about 8-10 people.

### ADDITIONAL ROLES

Beyond leading music in our worship services, our 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, as well as recruiting people into the contemporary band. This may also include accompanying dancers and other artists, as well as aiding the Sunday school in learning and performing music.

### 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 simply 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.

## LEARN MORE ABOUT MT ZION

Visit our website: <https://www.mtzionlutheran.org/>

Watch our worship services: <https://www.youtube.com/mtzionlutheran>

## 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 [president@mtzionlutheran.org](mailto:president@mtzionlutheran.org) or mail Attn: President, Mt Zion Lutheran Church, 12012 W North Ave, Wauwatosa, WI 53226. Any questions, call the Mt Zion Parish Administrator at 414.258.0456.