



Minister of Music

Reporting Structure: Directly reports to the Pastor. Periodic performance reviews are conducted by the Church Council in consultation with the Pastor.

Status: Part-time—averaging 4-6 hours/week during the choir season (September to May, including Advent, Christmas, Easter and special services) with fewer hours during the summer.

FLSA: Exempt (salaried)

Compensation: Salary commensurate with experience

To apply: Please submit a cover letter and résumé to hiring@decorahucc.org. In your cover letter, describe why you are drawn to this position and how you envision contributing your gifts and skills in service of our congregation's mission.

About Decorah UCC

We are a progressive congregation of creative and curious Christians who worship together and serve together. We seek to live out Jesus's gospel of justice, mercy, love, and grace. We take seriously the calls to care for our neighbor, to be engaged in the building up of our community, and to be a place of extravagant welcome where everyone, everyone, everyone can encounter the Sacred.

Job Summary

The Minister of Music will support the mission of the congregation by co-creating worship that is inspiring, transformative, intergenerational, and fun—inviting everyone, everyone, everyone to encounter the Sacred. This staff person will direct the adult choir and engage people of all ages and stages in opportunities for making and appreciating sacred music together. In all facets of their ministry, the Minister of Music will collaborate with the staff team to promote progressive, inclusive theology and to practice extravagant welcome in accordance with our ONA statement. (See bottom of this page.)

Decorah Congregational United Church of Christ is an equal-opportunity employer and an Open and Affirming (ONA) congregation. We are committed to welcoming all persons and affirming differences of faith background, sexual orientation, gender identity, gender expression, marital status, age, and mental and physical abilities, as well as race, ethnicity, and economic and social status. We welcome all to share in the life and leadership, ministry and worship, sacraments, responsibilities, and blessings of participation in our congregation.

Qualifications

The candidate will have skills in directing choral and musical ensembles as well as knowledge of music and liturgical patterns related to Christian worship. Facility with online as well as in-person worship formats will be expected.

Essential Tasks

- Supports the mission of the church and fosters meaningful, relevant worship in an environment that practices extravagant welcome in accordance with our ONA statement (see bottom of p. 1) as well as progressive, inclusive theology
- Collaborates with the Pastor, Collaborative Pianist, and lay worship leaders to plan and lead in worship
- Leads congregational singing during worship
- Participates in worship planning meetings and staff meetings
- Leads adult choir at their rehearsals and in Sunday worship
- Leads and coordinates choral and musical ensembles for additional worship services when appropriate (examples: Ash Wednesday, midweek Lenten services, Holy Week, and Thanksgiving)
- Engages children and youth in age-specific and intergenerational musical opportunities with an eye to developmentally appropriate faith formation
- Arranges special musical guests for Sundays when congregational choral ensembles are not singing (in co-coordination with the Collaborative Pianist)
- Selects music for introits and anthems as appropriate to the Christian calendar to accent the themes of worship and in consultation with worship planning team
- Fosters excellence in rehearsals and in worship by having prepared music in advance
- Is responsible for finding and adequately preparing substitutes in the event of an approved absence
- Leads choral ensembles for funerals as requested
- Encourages, networks, and welcomes wider congregational and community involvement in worship through sharing gifts of music
- Builds and maintains the church's music library, working with the Office Administrator to purchase new titles

Core Competencies

- **Worship leadership:** Co-designs and co-facilitates relevant and inspiring worship; combines elements of theology, music, and art to promote experiences of the Sacred; co-crafts a worship flow that reinforces a theme or purpose; fosters worship moments that invite participants into an encounter with the Sacred; creates participatory liturgical moments that embrace the work of the people in worship.
- **Creativity and innovation:** Generates new ideas; makes new connections among existing ideas to create fresh approaches; takes acceptable risks in pursuit of innovation; learns from mistakes; has good judgment about which creative ideas and suggestions will work.
- **Interpersonal skills:** Establishes compassionate working relationships with people at all levels of the congregation, including pastoral, musical, and other lay leaders; works well with people at all levels of the congregation; practices direct, honest, and transparent communication; employs the skills of active listening and openly accepts feedback; builds appropriate rapport while observing professional boundaries.
- **Mission ownership:** Demonstrates understanding and full support of the mission, vision, and values of the congregation; can demonstrate those values to others; consistently behaves in a manner congruent with the mission, vision, and values.
- **Team-building skills:** Creates an atmosphere of musical learning, fun, spiritual growth and mutual care. Guides others in the process of sharing best practices and solving problems. Recognizes dysfunctional behavior and redirects it into functional behavior. Creates and communicates vision, direction and goals for the choir. Appropriately seeks training, feedback and assistance to excel in the position.
- **Management skills:** Demonstrates skill and flexibility in scheduling and planning. Understands their leadership style and temperament and adapts to meet the needs of the situation. Stretches people to try new skills and accept new levels of responsibility. Delegates and empowers volunteers. Knowledgeable about how congregational decision making and leadership works. Marshals resources (people, funding, material, support) to get things done.