

CHOIR DIRECTOR

Effective date: January 1, 2024

Reports to: Director of Music/Principal Organist

Status: Part-time (.5 FTE), benefits-eligible

FLSA: Exempt

Compensation: \$35,000-\$38,000 per year

To apply: email a cover letter and resumé to Isaac Drewes, Director of Music/Principal Organist, at idrewes@centralmpls.org . Applications close May 1st, 2024.

JOB SUMMARY

The Central Lutheran Church choir director conducts Central's adult choir, develops member musical talent, participates with rostered leaders in liturgical planning of Central's traditional worship services and seeks ways to enliven Central's music program through building associations with other civic and/or religious institutions and organizations. With a strong history of choral conducting, the choir director will conduct choral and liturgical music for worship, large choral works with orchestra leading rehearsals and possibly small ensembles. The choir director works with a volunteer choir and 4 paid section leaders for Wednesday evening rehearsals and Sunday morning worship services. Strong keyboard skills are a requirement. This position is eligible for ELCA Portico benefits package.

Central Lutheran Church was established in 1919 as a Lutheran presence in downtown Minneapolis. For 100 years Central has been exploring the promise of God, welcoming all – no exceptions. The congregation has a long tradition of outstanding choral, organ and instrumental music and partners regularly with Augsburg University (the school's annual Advent Vespers welcomes over 5000 to Central for this tradition, now in its 40th year). Central continues to host concerts by a variety of locally and nationally recognized ensembles including the National Lutheran Choir, VocalEssence, the Metropolitan Symphony Orchestra, the American Choral Directors Association, and the American Guild of Organists.

The sanctuary, which seats 1800, boasts two organs: a four manual, 107 rank Casavant Frères (1963) and a nine rank Van Daalen tracker (1976) located in the rear gallery. Other instruments include a 47 bell carillon (Paccard, 2006), a Steinway B grand and a Yamaha grand (7'6").

Primary Responsibilities:

- Conduct the adult choir for Wednesday evening rehearsals and Sunday morning services
- Develop Central member musical talent (instrumental/vocal) for participation in Saturday and Sunday service
- Participate in the liturgical planning with rostered leaders and principal organist, especially with regard to choosing anthems and cantatas

- Serve as integral member of the staff, attending all appropriate meetings, fostering communication and healthy dynamics amongst same
- Seek ways to enliven Central's music program through building associations with other civic and/or religious institutions and organizations, e.g., Augsburg University, American Composer's Forum (Faith Partners Program), Minnesota Orchestra, Metropolitan Symphony, other college/university musicians etc.

Qualifications

- Bachelor's Degree (minimum) in music performance or education (emphasis on choral conducting preferred). Advanced degree preferred.
- Demonstrated proven choral conducting skills with knowledge of sacred choral literature and liturgy. Familiarity with the Lutheran liturgical tradition, hymnody, historical context and global musical outlook is preferred.
- Demonstrated ability to lead choir rehearsals
- Demonstrated ability to lead congregational singing
- Demonstrated ability to work with both volunteer and professional musicians
- Demonstrated excellent keyboard skills
- Ability to work in a collaborative staff model

Physical requirements

- Able to move freely in and out of a variety of ministry settings on the church campus as well as off-site.

Review/ evaluation process defines:

- Annual review in May

Core Competencies

These core competencies are a part of our shared life as staff. They are the shared part of each job description.

- **Collegiality:** Ability to work in a collegial environment, both with fellow staff members and with leaders of the congregation. Leads creatively, working to figure out the process necessary to get things done in a collaborative way. Recognizes when situations or colleagues are not working well and seeks a positive solution. Creates and communicates vision and direction for the team the staff members for the good of the congregation's mission.
- **Interpersonal:** Demonstrates the ability to lead others. Demonstrates skills in active listening and openly accepts criticism. Constantly works to resolve interpersonal conflict that does arise in a collegial environment. Holds others accountable in a spirit of love. Engages all staff and members of the congregation positively with a demeanor of optimism and care.

- **Spiritual:** Tends to their own personal faith. If a member of the congregation is regular in worship, seeks a way to participate in faith growth opportunities and a way to care and serve through the congregation's ministries. If not a member, seeks these same opportunities in their home congregation. In their own prayer life, remembers the ministries of the congregation and members who are in need. Models and develops humility, openness, accountability and servant leadership in all roles, with colleagues and members of the congregation.
- **Process:** Works with colleagues and leaders of the congregation to regularly assess the health of ministry areas and mission initiatives. Seeks new and creative solutions to process challenges in the daily, weekly and monthly flow of the congregation's life.
- **Leadership:** Understands his/her own strengths for ministry and continues to develop these skills. Open to coaching from the lead in their area so that strengths can grow and deepen. Leaders in ministry areas will work to delegate and so empower colleagues so they develop personally and professionally. Initiates the scheduling of needed meetings for projects. Schedules the one-on-one meetings with members of your team according to the agreed staffing model.
- **Communication:** Serves as the champion for communication in their ministry or mission value area. Works ahead in the preparation of communication to tell the story of the opportunities for members to be a part of the ministry or mission area. Takes the initiative in making sure events are scheduled, the calendar is correct and that the details for the event are communicated both with the congregation and colleagues.