

Qualifications

- Bachelor's degree in music
- Experience in vocal and handbell conducting and choir leadership
- Familiarity and understanding of the liturgy and liturgical forms used within the Lutheran tradition and knowledge of appropriate church music (classical, contemporary, folk and gospel)
- Good interpersonal skills, the ability to work with and service the needs of individual and/or groups of church members, visiting musicians, and families preparing for weddings, funerals and memorial services.

Salary and Benefits

- The position of Music Director is a part-time position. An annual performance review is planned for November of each calendar year. An annual review of the job description will be conducted to ensure it accurately reflects the position and the music budget. Reasonable notice is expected from either party of all plans to terminate or not renew the position.
- Payment for the position of Music Director is established and adjusted as required, by the Church Council based on an annual church budget approved by the congregation each year. The church budget year is January 1 through December 31. Barring any unexpected changes, the salary agreed upon will remain in effect for at least one year from the date of hire.
- Compensation will be paid to the Music Director on a bi-weekly basis and in a manner jointly agreed to between the Music Director and the Church Council. Worker's Compensation insurance benefits will be paid by Christ Our Redeemer Lutheran Church. Initial level of compensation will be established based upon education, certification, and experience (actual and years).
- Paid Leave and Holiday Leave are provided in accordance with the Paid Leave and Holiday Leave Policies.
- The Music Director is permitted to use COR's facilities for private teaching. Times must be scheduled in advance and coordinated with the Parish Administrator so as not to conflict with school or other activities.
- Annual Allowances for continuing education, books and periodicals will be established by the Church Council. The minimum suggested allowance for the Music Director is \$500 and one week for participation in programs of professional development.
- Remuneration for other services provided by Music Director will be established by the Church Council: Performances and rehearsals by the Parish Choir and/or the Handbell Choir for weddings and/or funerals will require extra payment of \$26.35 per hour. For music requested by the outside party that is **not** in the music library, the fee to purchase new music and additional rehearsals will apply.
- Office support of about two hours per week will be provided as available.