



1911 Zion Church Road | Hickory, NC 28602  
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Zion Evangelical Lutheran Church (Hickory, NC) is seeking a passionate and dedicated **Director of Music and Primary Musician** to join our team. This part-time staff position focuses on developing and overseeing the music ministries that enrich both our worship and the lives of children, youth, and adults.

We are looking for someone with a heart for Christ, a love for music and liturgy, the capabilities to teach music to children, youth, and adults, and a desire to build meaningful relationships that encourage spiritual growth and community engagement. The job description for this position is included as part of this document.

If you feel called to this significant ministry and would like to learn more about this opportunity, please submit your résumé and a cover letter via email to [employment@zionhickory.org](mailto:employment@zionhickory.org).

We look forward to hearing from you and exploring how God might be calling you to serve with us.

Inquiries: DMPM Search Team ([employment@zionhickory.org](mailto:employment@zionhickory.org))

# **ZION EVANGELICAL LUTHERAN CHURCH**

## **Job Description**

### **DIRECTOR OF MUSIC & PRIMARY MUSICIAN**

#### **The Director of Music duties shall include:**

1. Be present for all major festivals of the liturgical year (*to be coordinated with the Pastor*).
2. Select and prepare appropriate anthems/special music for worship services, and special services.
3. Rehearse the Chancel Choir weekly except during holiday and summer breaks.
4. Direct the Chancel Choir for Sunday traditional worship, 9:30am.
5. Select and train members to Cantor for worship services.
6. Direct the Handbell Ensemble for one Sunday worship per month, 9:30am, and rehearse weekly except during holiday and summer breaks.
7. Assist Youth & Children Ministry with musical arts at appropriate times (example during Sunday School time). Rehearse and direct Children's Choir when organized.
8. Coordinate and schedule musical groups for worship services (*i.e. Chancel, Handbell, and Children's Choir, soloist, outside musical guests (to be coordinated with the Pastor), etc.*).
9. Select by audition and mentor 3-4 college student Choral Scholars for the choir and/or Handbells per semester (guidelines are outlined in a separate document kept in the Zion church Office).
10. Select Gathering Song, Sending Song, and Communion Songs for weekly services, using resources from (*but not limited to*) *Sundays and Seasons* annual publication for planning worship, along with *Indexes for Worship Planning*.
11. Recruit and train soloists and instrumentalists for special music presentations, and summer musicians while the choir is on vacation during the months of June and July.
12. Maintain an up-to-date music library owned by the church (choral and instrumental).
13. Attend staff meetings with Pastor and other staff as requested.
14. Attend Worship and Music Ministry meetings as scheduled.
15. Maintain membership in professional organizations as needed.
16. Maintain and renew Copyright Licenses with CCLI, One Licenses, Sundays and Seasons and attend to necessary reporting.
17. Work with all ministries and committees to assist as needed.

#### **The Primary Musician duties shall include...**

1. Play organ and/or piano for weekly worship services.
2. Select music appropriate to the liturgical seasons of the church year as observed by the Lutheran Church. The music shall always be well rehearsed and professionally presented.

3. Play for all special services throughout the year including, but not limited to:

|                         |                            |
|-------------------------|----------------------------|
| Lent Vespers            | Advent Vespers             |
| Holy Week Services      | Christmas Eve/Day Services |
| Easter Sunrise Services |                            |
4. Play for all funerals for members of the congregation when possible. (*If unable to play, the primary musician is responsible for securing a substitute*).
5. Play for all weddings upon request and when available.
6. Maintain a regular and systematic plan of professional growth to include practice, workshop attendance, etc. \*See benefits below.
7. Attend Worship and Music Ministry meetings as scheduled.
8. Report organ and piano maintenance needs to the Worship & Music Chairperson and arrange for necessary maintenance.
9. Participate as invited to conference/synodical gatherings.

## Qualifications

Prefer someone with a Bachelor's Degree in Music or Sacred Music. Salary will vary with years of experience in the field of church music.

## Relationships

The Music Director/Organist is accountable to the Pastor and the Worship and Music Ministry.

## Work Week

It is estimated that all these tasks will require an average of 25-30 hours per week.

## Benefits

Vacation: 3 Sundays per year | 3 rehearsal days per year

For additional time off, the Primary Musician is responsible for supplying and compensating a qualified substitute.

Vacation and other time off should be communicated to the Pastor at least three weeks in advance.

Continuing Education: One week inclusive per year including one Sunday.

Sick days: Up to 5 rehearsal days per year.

An annual review will be conducted by Mutual Ministry and Pastor.