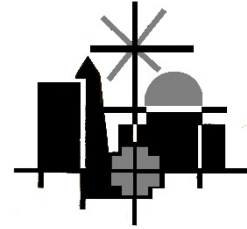


bethlehem lutheran in the midway

436 Roy Street North

Saint Paul, MN 55104

651-646-6549 + www.bethlehem-midway.org



Rooted by Christ for our ever-changing community.

Director of Music
Approximately 10-12 hours per/week

Reports to: Pastor

Effective: 1/1/2025

Status: Part Time Salaried Position

Job Summary

Facilitates exemplary worship experiences for Bethlehem Lutheran in the Midway's members and visitors by playing organ and/or piano and leading music for Sunday morning worship on 1st/3rd/5th Sundays, Christmas Eve, Lent and Holy Week. Works with the Worship Committee to select liturgical settings, traditional and contemporary music for vocal and instrumental presentations, and rehearses volunteer musicians in preparation for 1st/3rd/5th Sunday services. Supports 2nd and 4th Sunday musicians, as needed.

Our Ideal Candidate will be:

- an instrumentalist with expertise in piano *and* organ who will provide accompaniment on the 1st, 3rd, and 5th Sundays, as well as Christmas Eve, Ash Wednesday, Maundy Thursday, Good Friday, and midweek services during Lent. Occasional funerals and weddings are negotiated and invoiced separately. Second and 4th Sundays are led by other musicians. Director of Music will not be expected to be present on 2nd and 4th Sundays at this time.
- proficient in both contemporary and traditional sacred music genres
- one who can support and continue the musical traditions enjoyed by the congregation while bringing creativity and enthusiasm to the worship music
- one who has worked in a church setting and is a competent director for soloists and instrumentalists
- one who understands Lutheran liturgical principles and demonstrates a commitment to Lutheran theological tradition

Additional Essential Functions:

- Partners with pastoral staff to choose liturgical setting with concern for the church calendar year, lectionary readings, and other relevant themes
- Rehearses vocal and instrumental volunteers for the 1st/3rd/5th Sundays, helps volunteers access copies of the music they will need ahead of time
- Attends quarterly worship committee meetings

- Provides formal leadership for 1st/3rd/5th Sundays, as it pertains to music with the congregation. Provides informal leadership for 2nd and 4th Sundays, consulting with volunteer musicians as needed.
- Supports other music ministry activities when appropriate for season or occasion
- Provides written communication in a timely fashion as requested by Pastor or Worship Committee
- Works with Communications Coordinator to assure that music and liturgical settings are correctly included in printed materials

Physical Requirements

Light work: occasionally lift 11-25 pounds; frequently lift 1-10 pounds; constantly negligible weight.

Core Competencies:

- **Worship Leadership:** Works with the Pastor and Worship Committee to combine elements of theology, music, and art to promote experiences of the sacred; crafts worship flow that reinforces a theme or purpose; fosters worship moments that invite participants into an encounter with the divine; creates liturgical moments that embrace the work of the people in worship
- **Technical Expertise:** Acquires and demonstrates the technical skills required to proficiently execute the essential functions of the job; understands which skills are lacking and sees to develop those skills; continually works toward the mastery of technical proficiency
- **People/Volunteer Management:** Provides direction, gains commitment, and achieves results through the efficient, creative and responsible deployment of volunteers; engages people in their areas of giftedness and passion.
- **Interpersonal Skills:** Establishes good working relationships with all others who are relevant to the completion of work; works well with people at all levels of the congregation; builds appropriate rapport; considers the impact of their actions on others; uses diplomacy and tact and is approachable.
- **Verbal & Written Communication:** Stays in communication with staff and volunteers to promote teamwork and facilitate the smooth running of worship
- **Willingness to learn about the existing musical culture and tradition at Bethlehem:** Learns and employs the body of the congregation's favorite music. Adds creative touches and introduces new music gradually.

Hours and Compensation

- Salaried position, approximately 10-12 hours/week
- Annual compensation starting at \$11,000-\$16,000, negotiable based on experience and qualifications, per [Saint Paul Area Synod guidelines for Lay Program staff](#)

Qualified applicants please send the following items to blcpastor@bethlehem-midway.org or by mail to Bethlehem Lutheran Church in the Midway, 436 Roy St. N, St. Paul, MN 55104

- Resume and cover letter
- Three references with phone, email, and affiliation information
- Recording demonstrating music leadership and proficiency