



Music Ministry Leader Position Description

The message of Foothills Christian Church is simple: Following Jesus, we love God, serve others, and welcome everybody...and everybody means you! We are an open and affirming congregation and part of the Christian Church (Disciples of Christ). Foothills is a growing church with a current worship style that can best be described as joyful and blended. Our progressive community of faith is seeking a dynamic, organized and talented new Music Ministry Leader.

Worship is the center of our life together, where we enact and explore a relationship with God and with each other. As we offer prayer and praise, we seek to:

- **invite** and **nurture** the musical gifts already present within the congregation;
- **welcome** the full participation of our intergenerational community;
- **cultivate** joyful, uplifting worship that reflects inclusive and expansive theology, honors diverse cultures and traditions, and embraces themes of justice, compassion, and belonging.

We seek a Music Ministry Leader with the skills and sensitivity to serve as a unifying and energizing presence, who will collaborate with the Minister, staff, and lay leaders to shape a worship that honors God, invites experiences of learning and growth, and inspires us to love worship and serve.

Applicants should be able to demonstrate the following skills and characteristics:

- **Experience as a leader** of bands or other musical ensembles, including the ability to invite participation, organize schedules, and plan repertoire;
- **Experience as song leader**, or experience identifying and developing leaders to serve in this capacity;
- **Strong keyboard or Guitar skills**, as well as the ability to direct from the keyboard or guitar; including ability to read sheet music and play by ear.
- **Stylistic versatility** and willingness to play (or learn to play) music from varied traditions and styles
- **Appreciation of music's role** within Christian worship;
- **A team player**, able to offer creative input in planning and brainstorming as well as receive the gifts and perspectives of others;
- **Willingness to teach volunteers** of varied ages and musical skills, with a commitment to nurturing people and valuing the learning process over perfection;

- **Strong communication skills**, especially the ability to relate to individuals from a wide variety of backgrounds and experiences;
- **Flexibility and grace**, as well as patience and a good sense of humor.

Phases of Temporary, Transitional, and Settled Music Ministry Leader

A **Temporary Music Ministry Leader** is someone who fills in on a week to week basis.

- Set list is predetermined by church staff and worship team. Using guiding parameters in order to create a blended style matching the theme of worship for that Sunday including:
 - o Prelude (often a new song)
 - o 3 songs of praise (from a list of songs known by the congregation, at least one coming from our Chalice Hymnal)
 - o Communion Song (a song emphasizing the Lord's Supper, fellowship around the table)
 - o Sending Song (a shortened version of one of the 3 songs from the beginning of worship).
 - o New songs will be introduced first as a prelude for two Sundays before scheduling them as a congregational song. New songs should align theologically with Foothills values and be mindful of inclusive language.
- The Temporary Music Ministry will update keys and sequence (chorus, verse arrangements) for each song in planning center by the Wednesday before Sunday.
- Sunday morning call time is 7:30am with rehearsal beginning at 7:45am and ending by 8:45am before leading worship at the 9:00am and 10:30am Sunday services.
- Compensation
 - o \$350 per Sunday service.

A **Transitional Music Ministry Leader** is someone who fills in for at least a month or more but is not yet the Settled Music Ministry Leader.

- Set list will be determined with the input of the Transitional Music Ministry Leader, church staff and worship team set a month in advance. Using guiding parameters in order to create a blended style matching the theme of worship for that Sunday including:
 - o Prelude (often a new song)
 - o 3 songs of praise (from a list of songs known by the congregation, at least one coming from our Chalice Hymnal)
 - o Communion Song (a song emphasizing the Lord's Supper, fellowship around the table)
 - o Sending Song (a shortened version of one of the 3 songs from the beginning of worship).
 - o New songs will be introduced first as a prelude for two Sundays before scheduling them as a congregational song. New songs should align theologically with Foothills values and be mindful of inclusive language.
- The Transitional Music Ministry will update keys and sequence (chorus, verse arrangements) for each song in planning center by the Wednesday before the Sunday service.

- Sunday morning call time is 7:30am with rehearsal beginning at 7:45am and ending by 8:45am before leading worship at the 9:00am and 10:30am Sunday services.
- Compensation
 - o \$440 per Sunday service.

The **Settled Music Ministry Leader** is a part-time position (12 hours/week).

Responsibilities include:

- **Planning and leading** music for worship including weekly services and special services on Ash Wednesday, Holy Week, Easter Sunrise and Christmas Eve; **Directing the worship band**, including additional rehearsals, as needed; **Inviting and coordinating** additional ensembles/musicians from the congregation and community; **cultivate a growing repertoire** of music that reflects Foothills' progressive theology and inclusive values, thoughtfully introducing new songs alongside familiar congregational favorites; **Collaborating with the Minister and lay leaders** to plan and assess worship, including attending the monthly staff meeting; **Overseeing** the maintenance of instruments and music ministry-related equipment; **Providing music for weddings and funerals**, as negotiated; **Providing for substitute musicians**, as needed.
- Set list will be determined at the direction of the Settled Music Ministry Leader with collaboration from church staff and worship team during the monthly staff meeting. Using guiding parameters in order to create a blended style matching the theme of worship for that Sunday including:
 - o Prelude (often a new song)
 - o 3 songs of praise (from a list of songs known by the congregation, at least one coming from our Chalice Hymnal)
 - o Communion Song (a song emphasizing the Lord's Supper, fellowship around the table)
 - o Sending Song (a shortened version of one of the 3 songs from the beginning of worship).
 - o New songs will be introduced first as a prelude for two Sundays before scheduling them as a congregational song. New songs should align theologically with Foothills values and be mindful of inclusive language.
- The Settled Music Ministry will update keys and sequence (chorus, verse arrangements) for each song in planning center by the Wednesday before the Sunday service.
- Sunday morning call time is 7:30am with rehearsal beginning at 7:45am and ending by 8:45am before leading worship at the 9:00am and 10:30am Sunday services.
- Work Schedule for Settled Music Ministry Leader
 - o Weekly work schedule will include: Sunday morning rehearsal, both Sunday morning worship services, additional rehearsals as needed to support growing music team including occasional opportunities for children/youth involvement in special music, monthly staff meeting, and weekly preparation time.

- Finalized Work Schedule will be determined in consultation with the Minister and Personnel Committee and described in the letter of employment.
- Compensation
 - \$23,000 annually with two weeks paid vacation time (including 2 Sundays), and the option to negotiate additional unpaid leave (including Sundays).
- Evaluation
 - The Music Ministry Leader reports to the Minister and will be evaluated annually in accordance with the personnel policies of the congregation.

To apply for the Settled Music Ministry Leader position, please submit:

- Cover letter explaining why you are interested in the position;
- Resume with two recent references;
- Supporting materials, such as links to recordings/videos, that demonstrate your skill set

Email materials to bekah@foothillsdisciples.com

Foothills Christian Church (Disciples of Christ) is an open and affirming congregation. We welcome all people into community and ministry, regardless of age, race, gender, sexual identity, economic status, faith heritage or ability. We are Disciples of Christ, a movement for wholeness, and we are all a part of the ONE body of Christ.

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