

King of Glory Lutheran Church (ELCA) Organist/Accompanist Position Description 2022

King of Glory Lutheran Church (KOG) statement of philosophy on the role of music in the church
The role of music in the church is to support the centrality of the Word and Sacrament in worship. Church music should be first and foremost dedicated to the glory of God in worship. It should encourage congregational involvement and inspire congregational participation in worship. It should enhance worship. Excellence is determined by quality and sincerity.

Position Summary

The Organist/Accompanist will prepare and perform all organ and piano music that is part of worship at King of Glory. They will accompany the King's Singers Adult Choir at Wednesday evening rehearsals (7:15-8:45 pm) and during worship services (September-May). The Organist/Accompanist is accountable to the Minister of Music who will provide guidance and direction in the duties described below. The Organist/Accompanist will dedicate approximately 10-12 hours per week, varying with the church seasons.

Primary Duties:

1. Play for all regularly scheduled worship services on Sunday mornings (currently one service at 9:00 am.) Arrive a minimum of 45 minutes prior to the start of services.
2. Play for special services including Christmas Eve (3 services - afternoon and evening), Ash Wednesday (1 service - evening), midweek Lenten services (5 weeks - evenings), Holy Week - Maundy Thursday (1 service - evening), Good Friday (1 service - evening), Easter (2 services - morning).
3. Duties within worship services described in Nos. 1 and 2 above include:
 - leading the congregation in the singing of hymns and liturgical music
 - planning, preparing and performing appropriate prelude and postlude selections to compliment the worship theme(s) and the liturgical season
 - accompany the King's Singers Adult Choir at Wednesday evening rehearsals – 7:15-8:45 pm – and during worship services (September-May). Additional Adult Choir rehearsals may be scheduled in consultation with the Organist/Accompanist for the preparation of larger works or special services.
 - accompany the Sunday School Children's Choir approximately 4 times per year, including the annual Christmas Program
 - rehearse and perform with various soloists and musicians as needed (primarily summers)
4. Provide the Office Administrator/Minister of Music titles and composers to be included in the weekly worship folder.
5. Schedule adequate personal rehearsal time to prepare all music.
6. Attend seasonal staff meetings as requested by the Pastor or Minister of Music.
7. The position allows for up to 4 weeks paid vacation per year, which do not coincide with special worship services (see No. 2 above). The congregation will pay for a substitute on those Sundays.
8. The position allows for up to 2 Sundays per year of paid leave for sick days. The congregation will pay for a substitute on those Sundays.
9. The position allows for up to 2 weeks per year of paid leave for continuing education, which do not coincide with special worship services (see No. 2 above). The Organist/Accompanist will pay for a substitute on those Sundays.
10. If additional time off is unavoidable and needed, the cost of a substitute will be deducted from the salary of the Organist/Accompanist.
11. Arrange for substitutes in consultation with the Minister of Music.

12. Discuss maintenance and minor repair needs for the organ and pianos with the Minister of Music who will arrange for said repairs and periodic tunings.
13. Purchase music for the KOG organ and piano libraries as funds allow.

Qualifications

1. A degree in organ or piano performance is preferred. In the absence of such a degree, a high level of demonstrated skill and experience may be considered.
2. Ability to play the service music in a professional manner with a reasonable amount of personal practice time.
3. Ability to sight read organ and piano music of modest difficulty.
4. Applicable understanding of Lutheran liturgy and theology is desired.
5. Applicable understanding of music theory, music history (sacred music history) and performance practice as it pertains to the performance of organ and piano repertoire and hymns.
5. Willingness to work as a collaborative and flexible "team player" with the Pastor, Minister of Music and KOG staff.

The position requires excellent performance and leadership skills on both organ and piano. KOG currently uses the following liturgical settings in rotation from *Evangelical Lutheran Worship (ELW)*, a hymnal of the ELCA, along with other sources:

ELW Setting One - organ	ELW Setting Six - piano
ELW Setting Three - organ	Deutsche Messe (Schubert) - organ or piano
ELW Setting Four - organ	Now the Feast/Celebration (Haugen) - piano
ELW Setting Five - organ	Holden Evening Prayer (Haugen) - piano

Facilities and Instruments

The Organist/Accompanist will play the Layton-Lane pipe organ and the Nelson upright Steinway piano. A two-manual harpsichord (Stewart Kull, builder) is also available. KOG's unique, pyramid-shaped sanctuary is an outstanding acoustic space for congregational singing as well as concertizing.

Administrative Items

1. The Organist/Accompanist will have the first right of refusal to play at weddings and funerals. Requests from congregation members for other musicians to perform at these functions may be honored. Moreover, the Organist/Accompanist may offer this function to other qualified musicians. Fees for such services will be reviewed annually and updated in KOG's wedding and funeral policies manual.
2. The Organist/Accompanist – like all staff members – will be under the guidance of a confidential Human Resources team comprised of parishioners and the Pastor called the Mutual Ministry Support Team or MMST. This team serves to address and mediate conflicts or issues between staff members or between parishioners and staff members as such issues arise. Additionally, evaluations shall be performed by the immediate supervisor with guidance and input from the Church Council. The evaluator, the employee, and one other member will always be present at the evaluation. The employee may request at least one member of the MMST or a member of Council be present at their review.
3. The Church Council is ultimately responsible for determining the salary of this position in consultation with the Pastor and the Minister of Music using the guidelines set forth by the American Guild of Organists and the Association of Lutheran Church Musicians.
4. The starting date for the Organist/Accompanist will be January 2023.
5. The salary for the Organist/Accompanist will be _____