

**Cross of Christ Lutheran Church**  
**Organist/Accompanist**  
*Employment Contract*

***Cross of Christ Personnel Vision Statement:***

**At Cross of Christ Lutheran Church, we work toward the common goal of a faithful, Christ-centered ministry. As staff members, we model for the congregation what it means to live as followers of Jesus. As such, we commit ourselves to support, trust, and respect one another in honest and gracious working relationships, which have their foundation in the love of Christ.**

**Job Description**

Organist/Accompanist will be responsible for the performance of organ and piano music to support worship events on Sunday mornings (current times are 8am and 9am), including Easter; Lenten mid-week evening services; and Christmas Eve. This will include liturgy and hymns; accompanying the Soli Dei choir at worship and rehearsal (currently Wednesdays at 7pm); preludes, postludes and other special music. Competent sight reading and open score part playing are essential skills.

**Organist/Accompanist shall:**

- Be directly supervised by the Minister of Music
- Be prepared for all worship events and choir rehearsals, maintaining skill level through regular practice.
- As necessary, attend meetings of the Worship and Music Team (includes the Minister of Music and volunteers from the congregation)
- Coordinate and rehearse with cantors and with members of the congregation who provide special music for worship
- Assist the Minister of Music in selection of hymns/liturgies as needed
- Consult with the Worship and/or Property Teams regarding maintenance of the organ or piano as needed
- Communicate all Sunday bulletin information to the church office through the worship planning sheets or to the office secretary
  
- Have the opportunity to play for weddings and funeral services at Cross of Christ. (Compensation for these services is given by the families involved)
- Retain the ownership of any work composed, created, arranged, or otherwise modified by the employee, regardless of whether the composition, creation, arrangement or modification was done at the direction of Cross of Christ.
- Have 2 vacation Sundays each year, during which the church will compensate a substitute.
- Provide advance, written notice in the case of resignation.

**The Church Shall:**

- Compensate Organist/Accompanist at an annual salary based on experience
- Provide for the maintenance and repair of instruments and equipment
- Permit the use of the organ/piano for private teaching by the employee. Times of lessons will be coordinated in advance so as to not conflict with the church's program needs.
- Provide an annual performance review with direct supervisor and congregation Council Executive Committee input.
- Provide advance, written notice of employee non-renewal or termination of employment