

St. Thomas Lutheran Church Bloomington, Indiana

Job Description Adult Choir Director

SUPERVISOR: Director of Music
STATUS: Part Time
FLSA STATUS: Non-exempt
EFFECTIVE: 5/5/2022

About Us

Saint Thomas Lutheran Church is a Christ-centered community that lives, shares, and celebrates God's grace with all people. St. Thomas has a public commitment to welcome, include, and celebrate lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA+) people. Please [see our vision and values statements](http://www.stlconline.org) at www.stlconline.org for more details.

St. Thomas values diversity and does not discriminate on the basis of race, gender, national origin, age, sexual orientation, disability, or genetic information. All employment is decided based on qualifications, merit, and congregational need.

Job Summary

The Adult Choir Director provides leadership for the volunteer Adult Choir and works closely with the Director of Music to create innovative and meaningful music for the worship life of St. Thomas Lutheran Church. Mentors and directs hired musicians in coordination with the Director of Music. This is a ten-month position.

Essential Functions

- Conducts the Adult Choir at all worship services and performances.
- Leads and inspires choir members.
- Prepares for and runs rehearsals of the Adult Choir, in coordination with the Director of Music.
- Creates a seasonal repertoire, with the assistance of the Director of Music, including all Sundays at which the choir sings and bi-annual concerts.
- Coordinates the scheduling of rehearsal times, places, and any special arrangements.
- Plans and produces, in coordination with the Director of Music, of two Adult Choir concerts and up to one additional concert in the Worship and the Arts series.
- Hires musicians, in coordination with the Director of Music, such as section leaders or additional musicians for concerts and festival worship services.
- If unable to fulfill duties for a given service or rehearsal, works with Director of Music to find an appropriate substitute.

Minimum Qualifications

- Bachelor's degree is music (or equivalent)
- Experience conducting volunteer choirs; minimum three years, preferred
- Demonstrated leadership and conducting skills
- Experience with or coursework in sacred music

Physical Requirements

- Communicating with others to exchange information
- Noisy environments

Core Competencies

- **Expert conducting and music skills.** Prepares for rehearsals and performances. Imparts knowledge and love of music to others. Understands own technical growing edges and continually works toward mastery. *Knows or commits to growing in understanding of Lutheran liturgical and musical tradition.*
- **Creativity.** Works with the Director of Music to select appropriate anthems and special music. Takes acceptable risks to enhance the choir's repertoire, skill, and enjoyment.
- **Team Orientation.** Communicates and promotes the mission of the adult choir. Acts as a resource to the choir members. Share credit and takes responsibility for part in team failures. Mentors hired musicians in both skills and mission. Motivates others.
- **Manages and develops musicians.** Provides direction, gains commitment, facilitates change and achieves results through the efficient, creative, and responsible mentorship of the volunteer choir members and hired musicians. Engages people in areas of giftedness and passion.
- **Informing others.** Uses good written and verbal communication skills to provide the information volunteers and hired musicians need to know to perform well. Is timely and transparent in the sharing of information.
- **Personal resilience.** Effectively copes with change and uncertainty. Can manage last minute changes. Can decide and act without having the total picture. Is flexible.

Working Hours

- This is a salaried, part-time (8 hours/week) position.
- Employee is expected to arrange compensatory time.
- Employee is expected to attend all worship services at which the choir sings and all Thursday evening rehearsals.