



## DIRECTOR OF MUSIC MINISTRY

Come and See  
the *difference* Christ makes



### ABOUT ST. LUKE'S:

St. Luke's is a Eucharistically-centered parish located in downtown Salisbury. We are a place where all may come and see the difference Christ makes through *abundant grace*, *beloved community*, and *intentional worship*. We are a historic parish, established in 1753, and our beautiful worship space, which provides the setting for spiritually deep liturgies, was built in 1828.

Music has always been an integral part of the life of the parish. We currently average 16 singers in the adult choir, 10 members in the Evensong choir, 12 handbell ringers, and 12 in the children's choir. Our pre-pandemic average Sunday attendance was 165 and we are building back towards that. In addition to having over 500 members, many others have joined us online during the pandemic and have been



visiting with us over the past few months. Our staff includes our Rector, a Deacon, a full-time Sexton, a full-time Children's & Youth and Communications Director, and a part-time Office Manager. Along with dedicated lay leadership, we are poised to continue the growth we were experiencing in 2019 into early 2020. We have a balanced budget for 2022 which includes \$6,000 in program expenses for our music program, along with \$37,000 in designated and endowed funds for the music program. We are blessed to have many generous members who would be willing to further fund the music program once a Director can cast the vision for the program's growth.

Our organ was installed in November 2015 and was built by Walker Technical Company. The voicing of this instrument comes from samples of the best Æolian-Skinner instruments. It is a four-manual instrument with six divisions including the equivalent of 75 ranks (3 ranks of traditional pipes are also present in the organ - full stop list available at [www.SLS.church/music](http://www.SLS.church/music)).

The parish is excited about this next step in our music program and looks forward to calling a musician who will help us to sing praises and make a joyful noise unto the Lord.

### THE CANDIDATE WE SEEK:

- Someone who finds joy in making and sharing sacred music as a means of following Jesus in the way of love.
- A musician who will guide the music program as a part of the parish's growth and vitality in the years to come with music that meets the spiritual needs of the congregation.

### QUALIFICATIONS:

- Have at least a bachelor's degree.
- Be passionate about and skilled in working with children's choirs.
- Be proficient in playing the organ and directing choirs. Comfort with organ improvisation is important.
- Have the organizational and personal skills to oversee our music ministry.
- Have experience and knowledge of the breadth of the Anglican musical tradition and the variety of musical styles found within the hymnals of our tradition (*Hymnal 1982; Ancient & Modern; Lift Every Voice and Sing; Wonder, Love, and Praise*). In the absence of an Episcopal background, applicants with commensurate experience in another denomination and a willingness to learn about and implement the music traditions and resources that characterize the Episcopal liturgy will be considered.



*All qualified candidates, regardless of gender, sexual orientation, race, age, or disability, will receive equal consideration.*

### PRIMARY RESPONSIBILITY:

- Provide liturgically appropriate music for the liturgies of the church as a part of our overall priority of worshiping God, forming disciples of Jesus Christ, and growing the vitality of the parish.

### DUTIES:

- Oversee and direct:
  - Children's Choir
  - Adult Choir
  - Monthly Choral Evensong
  - Handbell Choir (Canterbury Ringers)
- Serve as organist for all liturgies (Sundays, as well as Principal and Major feasts, some of which may fall on weekdays or secular holidays), including funerals and weddings (additional compensation provided by honoraria for pastoral liturgies).
- Work with Rector to plan for intentional worship that nourishes the congregation spiritually.



#### AN IDEAL DIRECTOR OF MUSIC MINISTRY WOULD:

- Choose music that engages the entire congregation, enhances the worship experience, and contributes to our parish's identity statement, specifically in helping us to grow as beloved community. Such music would be accessible, beautiful, and spiritually nourishing and would represent the fullness and diversity of all of God's people.
- Be excited about and skilled in working with children's choirs, providing a fun and substantive music education program not only for children in our parish, but the wider community.
- Recruit new choir members and help to reinvigorate the adult choir program as we come out of the pandemic.
- Support singers in achieving their highest potentials so that they can more confidently offer their praises to God.
- Be positive and professional in promoting the joy and gift of Church music.
- Have initiative, creativity, and be willing to learn from failures in pursuit of doing ministry in a post-pandemic and changing context.
- Be an effective pastor to those involved in the music programs.
- Have a desire and willingness to develop strong collegial relationships with our clergy, parishioners, and community colleagues in music and ministry.
- Know their limitations and seek out support as needed to accomplish these goals.

#### COMPENSATION:

- This is full-time position with annual compensation of \$58,000
- Health, dental, and vision insurance for the employee with premiums paid fully by St. Luke's
- Four weeks of paid vacation (including four Sundays) per year
- One week of paid continuing education time (including one Sunday) per year
- Standard FICA contributions
- Standard Church Pension Fund retirement benefits
- Allowance for continuing education, as available in the parish budget
- Signing bonus of \$2,500, which may be used toward the relocation to Salisbury



#### ABOUT SALISBURY:



- The City of Salisbury has a population of 34,000 and was established in 1753. Salisbury serves as the county seat of Rowan County, North Carolina. We have a strong arts community that features two theaters, a children's theater, a visual arts center, public sculptures, and a symphony orchestra. Salisbury is also home to Rowan-Cabarrus Community College, Livingstone College, Catawba College, and Hood Theological Seminary. Downtown Salisbury is in the midst of a revitalization project that has been

much aided by the recently opened center-city park. We are located centrally among the larger metro areas of Charlotte, Winston-Salem, and Greensboro, all of which are about 45 miles from St. Luke's. Our community is home to several growing industries, yet it maintains an affordable cost of living when compared to the nearby metro regions.

#### APPLYING:

- Applicants should send a résumé, cover letter, and links to organ playing/choral conducting recordings to our Rector, the Rev. Robert Black at [rblack@SLS.church](mailto:rblack@SLS.church)
- The expected start date for this position is late spring or summer 2022. We will be considering applications as they are received and will begin initial conversations with candidates as soon as possible.
- Questions can also be directed to the above email address.