



### Purpose

Connecting people to Jesus for  
the transformation of our community.

### Core Values



Living Like  
Jesus



Intentionally  
Nonpartisan



Inclusive  
of All



Caring for  
Kids

## The Well, a United Methodist Church Chancel Choir Director

This position reports to The Lead Pastor  
Status: Part-time, Non-Exempt

### Job Description

#### JOB SUMMARY

The Chancel Choir Director shall be responsible for providing dynamic music leadership for the Chancel Choir at the Arise worship services, September through May.

#### SPIRITUAL REQUIREMENTS

- Maintains a personal relationship with Jesus Christ through personal study, small group participation, prayer and worship.
- Full engagement in an active Christian lifestyle and discipline and serving out of call and giftedness
- Commitment to personal spiritual growth and healthy lifestyle
- Models the standards and expectations of Christian leadership, including positivity, professionalism and confidentiality

#### ESSENTIAL FUNCTIONS

- Plan and lead Chancel Choir rehearsals weekly, on Wednesday, 7-8:30pm.
- Arrange for devotionals at rehearsal.
- Direct the Chancel Choir for the 9:00 am Arise service every Sunday, from Sunday after Labor Day through Memorial Day Sunday. Choir arrives at 8:30 to warm-up.
- Recruit and retain Chancel Choir members.
- Create a sense of community/support within the Chancel Choir by shepherding each member and the team as a whole.
- Select music for worship, prayer responses and other liturgical selections, as needed. Coordinate selections with the liturgical calendar, The Well's calendar, and pastors' sermon themes.
- In coordination with the Lead Pastor, direct the Chancel Choir in at least one major church-wide worship event each year in the form of a cantata, program or concert. Additional compensation is offered for directing the Cantata and/or concert.
- Arrange for substitute directors when needed.
- Set growth goals annually. Performance review to be conducted annually with the Lead Pastor.

#### OTHER RESPONSIBILITIES

- As requested by the pastors and coordinated with the other musical teams at The Well, direct the Chancel Choir when asked to participate for special services (ie, Ash Wednesday, Palm Sunday, Maundy Thursday, Good Friday, Easter, Thanksgiving, Christmas Eve and Christmas Day).
- Be a member of and attend the Worship Arts team meetings as requested.
- Type up and submit to slide presentations/program design staff, the words for weekly anthems to be included in weekly Powerpoints.
- Become familiar with the Church Community Builder (CCB) database functions and use it for communicating with the choir.
- Purchase choir music and maintain the choir library to keep music organized and in good condition. Update the Library Google Doc database.
- Maintain and have the choir robes cleaned each year (done between June and August).

#### CORE COMPETENCIES

- *Organizing.* Can gather and organize resources (people, materials, funding, support) to get things done; uses resources effectively and efficiently.
- *Planning.* Accurately assess the length and difficulty of a project; sets objectives and goals; breaks down work into process steps; develops schedules and task/people assignments; anticipates and adjusts for problems and roadblocks; measures performance against goals; evaluates results.

- *Managing vision.* Articulates and supports the vision and mission of The Well; talks beyond the here and now to a larger sense of purpose; communicates a compelling and inspired vision for ministry; creates a compelling sense of possibility, hope, and optimism; helps others own the vision.
- *Developing people.* Is able to identify raw talent and recruit capable people into positions of responsibility; provides challenging and stretching tasks for others to do; delegates appropriately; builds people up; maintains open and active dialogue with volunteers; communicates expectations clearly; holds people accountable.
- *Managing conflict.* Deals with problems quickly and directly; steps up to conflict, seeing them as opportunities; reads situations quickly; focuses when listening; settles disputes collaboratively and equitably; finds common ground and gets cooperation.
- *Interpersonal relationships.* Relates well to and able to work with all kinds of people, inside and outside of the congregation; builds appropriate rapport; builds effective and constructive relationships; uses diplomacy and tact; is regarded as a team player.
- *Trust and integrity.* Is widely trusted; seen as direct and truthful; keeps confidences; admits mistakes; adheres to appropriate and effective set of core values during good and bad times; acts in line with those values; practices what he or she preaches.

## **QUALIFICATIONS**

- Prior experience as a church choir director desirable
- Keyboard proficiency desired
- Knowledge of vocal pedagogy necessary
- Possess a willingness and ability to work with musicians of varying backgrounds/skill levels.
- Music degree desirable.
- Possess a maturity and commitment to grow in faithfulness and encourage others.

Level of experience will be a consideration for the rate of pay.

**Dateline for submission of application:** Open until position is filled

### **Send letter of interest and resume to:**

The Well, a UMC

Attn: HR

P.O. Box 22, 14770 Canada Ave. W.

Rosemount, MN 55068

Email letter of interest and resume to: [offices@thewellmn.church](mailto:offices@thewellmn.church)