

Job Posting
Organist/Collaborative Pianist
St. Andrew Lutheran Church, Beaverton, OR

Reports to: Minister of Music
Hours: An average of 10 hours per week
FLSA: Non-exempt
Compensation: \$12,500 – \$14,500 salary

Job Summary

The Organist/Collaborative Pianist supports worship services at St. Andrew Lutheran Church, playing for all services and accompanying the choir, soloists, and small ensembles on the Paul Fritts Organ and Steinway Grand Piano. The Organist/Collaborative Pianist supports a music program that honors the 5 core values of the congregation (God care, earth care, community care, neighbor care, and self care) and aligns with the vision of the Lead Pastor, Minister of Music, and Council, in service of the mission of St. Andrew (see standrewlutheran.com).

Essential Functions:

- Provide coverage for all organ and piano playing that is needed for worship services and rehearsals, including hymn accompaniments, musical settings of the liturgy, and accompaniments for ensembles and soloists. Prepare and perform preludes, postludes, and special music appropriate for worship.
- Facilitate robust congregational singing through supportive and imaginative accompaniments of service music and hymnody.
- Support the development of the congregation in its expression of worship through traditional Lutheran and varied musical styles including jazz, gospel, contemporary music.
- Collaborate with the Lead Pastor, Minister of Music, and Worship Planning Team to plan, prepare, and execute weekly worship services as well as special services throughout the year (see Current Schedule of Services below). Communicate appropriately with the church office about music selections and other items needed for the bulletins.

Other Responsibilities:

- Collaborate with the Minister of Music on ensuring regular maintenance and special repair of all church-owned instruments.
- Serve on the decision-making committee for the St. Andrew Foundation Organ Scholarship.
- Lead the choirs and ensembles in the absence of the Minister of Music.

Minimum Qualifications:

- Proficiency in piano and organ
- Experience with multiple worship styles from traditional to modern
- Experience working with volunteers
- Familiarity with ELCA liturgical practices
- Commitment to the core mission and values of St. Andrew Lutheran Church

Physical Requirements:

- Able to commute to the church buildings and other event locations
- Able to move freely in and out of the church building

Core Competencies:

- **Musicianship:** Consistently plays organ and piano with high level of skill and musicality; effectively leads congregational singing; selects repertoire that thematically and artistically enhances worship.
- **Support:** Skillfully supports weekly choir rehearsals, playing vocal parts as needed, equips the congregation to embrace new styles of music and congregational song through lively accompaniments and encouragement.
- **Worship Planning:** Assists with designing and facilitating relevant and inspiring worship services; combines elements of theology, music, and art to promote experiences of the sacred; crafts worship that flows and reinforces a theme or purpose; fosters worship moments that invite participants into an encounter with the divine; creates liturgical moments that embrace the work of the people in worship.
- **Interpersonal Skills:** Establishes healthy working relationships with the Lead Pastor and Minister of Music, other staff, congregation members, and community partners; practices direct, honest, and transparent communication; intentionally works through conflict; is approachable; uses diplomacy and tact.
- **Professionalism:** Speaks respectfully of others; avoids communication triangles; honors confidentiality; consistently embodies appropriate behavioral choices in both stressful and non-stressful situations; expresses concerns and frustrations directly and respectfully; supports the authority of the Church Council and Lead Pastor; supports the success of other staff members; openly accepts feedback and critique; honors professional boundaries.
- **Administration:** Skillfully engages in short- and long-term planning, communicates necessary details to volunteers and staff, responds to communications within an appropriate time frame.

Current Schedule of Services

(changes are at the discretion of the Council or Worship Planning Team)

Weekly Services:

- Sundays at 9:30 am

Additional Seasonal Services:

- Ash Wednesday at 12 pm and 7 pm
- Wednesday evenings in Lent at 7 pm
- Maundy Thursday at 7 pm
- Good Friday at 8 pm
- Easter Sunday at 9:30 am
- Wednesday evenings in Advent at 7 pm
- Christmas Eve at 4 pm and 9 pm

Other Services:

- Funerals as scheduled; \$250/service
- Weddings as scheduled; \$250/service

Current Schedule of Meetings & Rehearsals

Vocal Choir Rehearsal: Wednesdays at 7-8 pm

Supervision Meetings with Minister of Music: schedule together

Application Process

To apply, please email your resume and cover letter to our Minister of Music, John Gladen (jgladen@standrewlutheran.com). Cover letter should include what you would bring to this position, how you see yourself fitting in with the core values of St. Andrew, and your philosophy for facilitating spiritual growth through music. Audio and/or video samples of your work are appreciated, but not required. Applications will be reviewed as they are received.