

Director of Worship & Music – Opportunity Profile

Dear Prospective Candidate,

Thank you for considering the opportunity to serve as Mount Calvary's next Director of Worship & Music.

Worship is at the heart of who we are at Mount Calvary. Each week, we gather around Word and Sacrament, trusting that God meets us in both familiar hymns and new songs, silence and celebration, through gifted musicians and the voices of the congregation. We treasure the rich traditions that have shaped us while remaining open to the new and surprising ways God may be calling us to worship together.

Our worship is shaped by a deep appreciation for where we have been and a sense of curiosity about where God may lead us next. Our worship ministry is blessed by a gifted and dedicated community of musicians and volunteers who lead worship through choirs, instrumental ensembles, our Worship Band, and other musical expressions. We are excited to welcome a leader who will build upon these strengths while bringing their own gifts, creativity, and vision to our shared ministry.

We hope to find an excellent musician and a creative, collaborative ministry leader who enjoys developing musicians, building relationships, and helping people participate fully in worship. We value thoughtful experimentation and a willingness to draw from a wide range of musical and artistic expressions as we continue to ask: How might God be drawing us into deeper faith through worship?

At Mount Calvary, worship is about more than musical style, performance, or production. It is about the invitation of encountering Christ, experiencing grace, growing in faith, and being sent into the world to love and serve. That purpose grounds us even as we explore new possibilities for how worship can take shape.

There is much to celebrate at Mount Calvary, and we are excited about what lies ahead. As you learn more about our congregation, our worship ministries, and this opportunity, we hope you will consider whether your gifts and passions might find a home here.

We look forward with hope and anticipation for what God will do next.

Yours in Christ,

Pastor Ryan Jerome
Pastor of Worship & Music
Mount Calvary Lutheran Church

Position Overview

Mount Calvary Lutheran Church in Excelsior, MN is seeking a full-time Director of Worship & Music. We are seeking a gifted and innovative candidate to provide vision, leadership, and direction for our worship ministry, with primary responsibility for leading and developing our Worship Band. In collaboration with pastors, staff, and the Worship & Music Team, this leader will equip musicians, foster vibrant congregational participation, and shape worship that deepens faith and helps people encounter Christ.

About Mount Calvary

Mount Calvary Lutheran Church is a vibrant and growing ELCA congregation located in the heart of Excelsior, Minnesota. Founded in 1930 under the name Excelsior Lutheran Church, Mount Calvary is a place where people gather to worship, grow in faith, build meaningful relationships, and serve their neighbors. We are an active, multigenerational congregation with a deep commitment to worship and music, faith formation, children and youth, community, and service.

Our life together is shaped by four core pillars: grace, inclusivity, love, and service. We believe God's grace is for everyone and strive to be a community where all people are welcomed, valued, and invited to participate fully. Believing diversity reflects the beauty of God's intentions for us, we live out this commitment through our Reconciliation and Advocacy Council for Equity (RACE) and as a Reconciling in Christ (RIC) congregation affirming people of all sexual orientations and gender identities.

Our ministries are grounded by a desire to help people encounter God's grace, find belonging, grow in faith, and discover meaningful ways to love and serve their neighbors.

The Community

Located along the shores of Lake Minnetonka, Excelsior offers the warmth and character of a close-knit lakeside community with all the opportunities of the Twin Cities just a short drive away. Its walkable downtown, locally owned shops and restaurants, parks, community events, and lakefront make it a place where people naturally gather and connect.

Excelsior and the surrounding communities offer excellent schools, extensive parks and trails, and plenty of ways to enjoy Minnesota's changing seasons. From boating and biking in the summer to skating and skiing in the winter, there is no shortage of ways to get outside. And with Minneapolis and Saint Paul nearby, it's easy to enjoy professional sports, museums, restaurants, concerts, theater, and everything else the metro area has to offer.

For nearly 100 years, Mount Calvary has played a vital role in the Excelsior community, building relationships, serving our neighbors, and sharing God's love beyond our walls. We remain committed to being an active and welcoming presence where all people can find belonging, grow in faith, and use their gifts to serve alongside one another.

Life at Mount Calvary

Life and ministry at Mount Calvary are shaped by four core pillars: grace, inclusivity, love, and service. These pillars guide our ministry, including how we welcome people, work alongside one another, and make decisions. We seek to be a place where people know they belong, where different gifts and perspectives are valued, and where God's grace and love are put into action.

Creativity and innovation are important parts of our culture. We seek to start by saying "Yes", encouraging new ideas and thoughtful experimentation. Staff and ministry leaders are given room to imagine, collaborate, take faithful risks, and learn as we discover new ways to live out our mission.

We share a commitment to excellence, not perfection. We bring care, intention, and our best to the work we do while recognizing there is always room to learn and grow. We challenge and encourage one another to develop our gifts and continually pursue something greater in our shared ministry.

We believe the most fruitful ministry happens together. Our staff shares ideas, supports and challenges one another, and values the different gifts each person brings. We work hard and care deeply about what we do, but we also laugh often and value our time together, finding joy in the ministry we share.

The Worship & Music Team

The Director of Worship & Music serves as the visionary leader of a talented and collaborative team of staff and musicians who are passionate about creating excellent and impactful experiences across all of Mount Calvary's worship and music ministries.

<u>Role</u>	<u>Team Member</u>
Pastoral Lead	Pastor Ryan Jerome
Director of Worship & Music	<i>Open Position</i>
Principal Organist	Jeremy Haug
Saturday Worship Leader	Monica Livorsi
Children & Youth Music Director	Sarah Abelsen
Handbell Choir Director	Alexis Olson
Chancel Choir Director	Zack Carlson-Giving
ConfirBand Leader	Jenessa Iverson
Student Intern Organist	OPEN
Director of the Academy of Music	Cassandra Morgan

Our Worship Ministries

Adult Vocal Ministries

- **Chancel Choir** – 40–50+ adult singers from a wide variety of musical backgrounds who lead worship throughout the year
- **Chamber Choir** – A select ensemble of 12–15 vocalists offering more advanced choral repertoire for worship and special services

Children's & Youth Music

- **Sunday School Singers** – Pre-K through Grade 1
- **Cantate Choir** – Grades 2–5
- **Bel Canto** – Middle and High School Choir
- **ConfirBand** – Student-led worship band for Confirmation ministry

Blended/Modern Worship (Primary Area of Leadership)

- **Saturday Worship Band** – Piano, guitar, bass, fiddle, percussion, and additional instrumentalists as needed
- **Saturday Worship Vocal Team** – Vocalists who help lead congregational singing each week

Instrumental Ministries

- **Mount Calvary Bells** – Adult handbell choir
- **JuBELLee** – Beginning handbell ensemble welcoming participants of all ages
- **Instrumental Ensembles** – Brass, strings, woodwinds, and other instrumentalists assembled for Advent, Christmas, Holy Week, Easter, and other special celebrations

Creative Arts

- **Theatre 301** – A creative ministry incorporating drama and storytelling into worship and congregational life

Weekend Worship

- **Saturday 5:00pm** – Modern, led by Worship Band & Vocalists
- **Sunday 9:00am and 10:30am** – Traditional/Blended, primarily led by organ/piano and rotating ensembles, with modern worship elements as programmed
- **Wednesday 6:15pm (September–May)** – Confirmation Worship led by ConfirBand

Primary Instruments

- 1993 Schantz Pipe Organ, II manual, 32 stops, 26 ranks, 1,576 pipes
- Steinway B (Primary Sanctuary)
- Steinway M (Heritage Hall, choir, and ensemble rehearsal room)
- Nord Portal keyboard
- Zukermann Flemish 5 Harpsichord (restored 2019)
- Several other pianos in the Music Academy are available

Festival Worship & Special Services

- Rally Weekend (Fall Program Kickoff)
- Reformation Weekend
- All Saints' Weekend
- Thanksgiving Eve Worship
- Advent/Christmas Service in early December with orchestra and children's choirs
- Pre-Christmas Eve
- Christmas Eve
- Christmas Day
- Ash Wednesday
- Mid-week Lenten Services
- Martin Luther King, Jr. Weekend
- Holy Week (Palm Sunday, Maundy Thursday, Good Friday, & Easter Vigil)
- Easter Sunday
- Pentecost
- Confirmation
- Baccalaureate
- Juneteenth Weekend
- Pride Inclusivity Weekend
- Community Ecumenical worship

The Opportunity

Mount Calvary has a rich history of worship and music ministry, with gifted musicians, committed volunteers, and a congregation that values both tradition and thoughtful creativity. Our next Director of Worship & Music will step into a strong ministry with much to celebrate and an opportunity to help shape what comes next.

A primary focus of this role is leading and developing our Worship Band. We are looking for someone who will develop musicians and vocalists, invite new people into the ministry, and help the band grow both musically and spiritually.

The Director will also help shape the broader worship and music life of Mount Calvary, working alongside pastors, staff, and the Worship & Music Team to lead the congregation in worship that is authentic, engaging, and centered in Christ.

We are excited to explore new possibilities for worship through music, visual arts, storytelling, drama, technology, and other creative expressions. This includes thoughtfully exploring how music from beyond traditional church settings can illuminate the Gospel and find a meaningful place in worship.

We are looking for a collaborative leader who will listen well, build strong relationships, imagine new possibilities, and help us discern where God may be leading us next.

Appendix A: Posted Job Description

Position Title: Director of Worship & Music

Position Overview

Mount Calvary Lutheran Church in Excelsior, MN is seeking a full-time Director of Worship & Music. We are seeking a gifted and innovative Director of Worship & Music to provide vision, leadership, and direction for our worship ministry, with primary responsibility for leading and developing our Worship Band. In collaboration with pastors, staff, and the Worship & Music Team, this leader will equip musicians, foster vibrant congregational participation, and shape worship that deepens faith and helps people encounter Christ.

About Mount Calvary

Mount Calvary Lutheran Church is a vibrant and growing ELCA congregation located in the heart of Excelsior, Minnesota. We are a congregation where people gather to worship, grow in faith, build meaningful relationships, and serve their neighbors. We are an active, multigenerational congregation with a deep commitment to worship and music, faith formation, children and youth, community, and service.

Our life together is shaped by four core pillars: grace, inclusivity, love, and service. We believe God's grace is for everyone and strive to be a community where all people are welcomed, valued, and invited to participate fully. Believing diversity reflects the beauty of God's intentions for us, we live out this commitment through our Reconciliation and Advocacy Council for Equity (RACE) and as a Reconciling in Christ (RIC) congregation affirming people of all sexual orientations and gender identities.

Our ministries are grounded by a desire to help people encounter God's grace, find belonging, grow in faith, and discover meaningful ways to love and serve their neighbors.

Qualifications

Required

- Commitment to Christian faith with a passion for worship ministry
- Demonstrated experience (approximately 5+ years) leading worship ministries, worship bands, and volunteer musicians in ELCA or other mainline churches
- Strong vocal and instrumental leadership (guitar or keyboard preferred)
- Ability to arrange, transpose, and teach music for worship teams
- Excellent communication, organization, and collaborative leadership skills

Preferred

- Bachelor's degree in music, worship, theology, or a related field
- Experience recruiting, developing, and supervising staff, contracted, and volunteer musicians

Primary Responsibilities

Worship Leadership

- Lead the Worship & Music team, in collaboration with pastors and staff, to plan worship themes, liturgy, music, and special services & events for the liturgical year
- Develop impactful worship experiences across traditional, blended, and modern styles, drawing from a wide range of musical expressions, including how secular music may faithfully support the worship theme
- Explore creative expressions of worship including visual arts, drama, storytelling, and other meaningful elements that deepen congregational engagement

Music Ministry Leadership

- Lead, rehearse, recruit, and mentor the Worship Band, nurturing musical excellence and spiritual growth
- Cultivate a worship ministry where musicians and volunteers are spiritually formed, equipped for leadership, encouraged in their gifts, and empowered to serve with joy
- Support for soloists, instrumentalists, weddings, funerals, and special services

Administration

- Prepare worship materials, bulletins, music, and planning documents
- Manage the annual Worship & Music budget
- Maintain regular communication with pastors, staff, and volunteers

Production & Technology

- Partner with production and AV teams to provide excellent in-person, livestream, and recorded worship experiences

Compensation & Benefits

- \$60,000
- Full benefits package

What Success Looks Like in the First Year

- Build strong relationships with staff and volunteers
- Strengthen and grow the worship band
- Recruit and mentor new musicians and worship leaders
- Create engaging worship experiences that inspire congregational participation
- Build on our tradition of excellence while introducing fresh and faithful ideas

Further Information and How to Apply

For more information about Worship & Music at Mount Calvary please visit mountcalvary.org/careers.

If interested, please submit a cover letter, detailed résumé, and references to Pastor Ryan Jerome by September 16th, 2026 (pastor.ryan@mountcalvary.org)