

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)