



POSITION TITLE: Chancel Choir Director

Mount Calvary Lutheran Church (ELCA)
301 County Road 19
Excelsior, MN 55331

www.mountcalvary.org | <https://mountcalvary.org/careers/>

Mount Calvary is seeking a contract part-time Chancel Choir Director for the 2025-2026 program year in the Worship & Music Department, with the possibility of extension, and for responsibilities to expand and grow over time. We are seeking a vibrant, engaging, creative and collaborative individual with a passion for integrating choral music into worship. The ideal candidate will possess the skills and qualities necessary to work effectively with musicians across all age groups (children, youth, young adults, adults, and seniors); and all skill levels ranging from amateur to professional. This important role in our church community is empowered to uplift hearts and deepen the faith by creating meaningful and inspiring moments of worship through the gift of music.

Mount Calvary has a long history of musical excellence, and the Chancel Choir strives to lead worship and inspire the congregation through the art of choral music. From classic repertoire to contemporary, global to secular the choir sings a wide variety of repertoire recognizing the richness and diversity of God's people. Through intentional and spirit led worship planning, our director weaves our pillars of love, inclusivity, grace and service through repertoire selection and rehearsal practice.

Music and worship are vital expressions of the Lutheran heritage. The church's song takes many forms and is expressed in many creative ways. The ideal candidate will be a well-rounded, dynamic, skilled musician and choral director open to planning and leading unique and creative worship experiences in diverse styles such as traditional, blended, and contemporary worship.

Mount Calvary is a vibrant and energizing place; a church community devoted to proclaiming the power of the Holy Spirit and reveling in the love of Christ. Our mission is to make, build up and send out faithful disciples of Jesus Christ. We welcome with open arms all those who seek to realize the eternal truths of God's story. Our pillars are grace, inclusivity, love, and service. Mount Calvary welcomes all with open arms wherever they may be on their spiritual journey. The pastors, staff and congregation of Mount Calvary value and appreciate musical excellence, servant leadership, creativity, and expressing faith through the arts.

Target Start Date: August 1, 2025 (flexible)

Application Process:

For a full list of responsibilities, please visit <https://mountcalvary.org/careers/>

Expected salary for this position is \$15-20K based on 8-10+ years of experience. Salary commensurate with experience, training and education. Interested applicants may send a cover letter outlining their interest in the position with summary of qualifications, detailed resume, links to conducting performance examples with audio and video, and references by June 13, to Jeremy Haug (Jeremy.Haug@mountcalvary.org), 612-578-8058

DETAILED JOB POSITION PROFILE:

<https://mountcalvary.org/careers/>

POSITION TITLE: Chancel Choir Director**About the Experience**

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Detailed Job Description, Responsibilities, Qualifications

Under the direct supervision of Senior Pastor Kyle Jackson and in partnership with the entire Worship & Music team and pastoral leadership; this position will have qualifications and responsibilities as outlined below. Ideal candidates will have experience in leading Traditional, Contemporary, and Blended worship styles; however, we are also open to candidates who may have higher qualifications in Traditional Worship, for example, and not all worship styles.

Primary Responsibilities

- PROGRAM beginning September 2025 lead musical components of worship as programmed (~2 times per month) and Festival Sundays at 9:00am & 10:30am worship. Call-time is 1 hour before services
 - Program at least 1-2 major works with orchestra
 - Program 1-2 major works with choir
- LEAD and DIRECT an adult SATB choir of 40-50+ volunteer singers with varying levels of experience, including paid professional section leaders
- PREPARE and REHEARSE the Chancel Choir weekly on Thursday's from 7:00-9:00pm (September – May), and other special rehearsals as programmed
- CONDUCT ensembles as programmed
- SUPPORT the vocal and spiritual health of choir members with special attention to the needs of aging voices
- FOSTER meaningful relationships with and among choir members to strengthen connections and build community; ensuring that pastoral care is provided as needed
- COORDINATE and encourage choir participation in develop and enrichment opportunities
- ENHANCE worship services through thoughtful musical repertoire selections (anthems, hymns, descants) that enhance and spiritually grow the congregation, including a variety of genres and musical styles
- PLAN and present meaningful Worship Services in partnership with Worship & Music Department and Pastors
- PROGRAM anthems and music that align with seasonal worship themes, scriptures, lessons, and styles for each Sunday in collaboration with Worship & Music Department and Pastors
- DOCUMENT titles, composers, text and other information required to support bulletin preparation, digital screen slides, and pastoral preparation at least 30 days in advance using Microsoft 365 (OneNote, email) and other technology tools
 - Write publicity materials as needed
- COMMUNICATE: regular (weekly) email communications with choir and Worship & Music Department
- MUSICIANS: suggest and recruit guest musicians/soloists to collaborate with choir within approved budget in partnership with supervisor and Worship & Music Department. Submit details for section leader/guest soloist/instrumentalist payroll at least monthly
- EXCELLENCE: Maintain high level of musical excellence – challenge the choir to grow
- TEACH by incorporating technique and theory into rehearsals as appropriate and by providing theological interpretation of music that will enhance its effect
- COLLABORATE with Supervisor and Worship & Music Department on Section Leaders.
- PARTICIPATE in department meetings, and regular performance / annual reviews
- CELEBRATE and champion the role of music, especially choral music in the whole life of the congregation through the arts, faith, and servant leadership
- ORGANIZE the coordination with Worship & Music Department and volunteers over sorting, stamping and filing music; maintaining choral library; keeping attendance records; maintaining choir vestments; preparing rehearsal room
- COACHING and training soloists and other musicians
- Arranging for substitutes during times of absence

Minimum Required Skills and Qualifications

- Minimum bachelor's degree required in music with emphasis on vocal, conducting, or equivalent experience in vocal and choral conducting. Master's degree welcomed
- Vocal choral proficiency and ability to demonstrate technique, especially to a diverse level of skills, experience and ages
- A warm, welcoming, inviting individual who connects with professional and volunteer musicians, and has an ability to continuously grow and improve our music program
- Experience planning, leading, and engaging meaningful and creative worship activities and musical rehearsals
- Visionary collaboration and communication with Worship & Music staff, pastors, and leadership team to support overall calendar planning with ability to plan ahead
- While this is a Lutheran (ELCA) congregation, be able to demonstrate knowledge and celebrate religious theology, liturgical practice, along with exposure to and experience with other denominations
- Partner with Worship & Music team, and Pastors selecting music, liturgy, and themes for Worship
- Significant conducting experience required (8-10+ years), with primary choral focus. *Although passionate candidates with less than 8 years should still consider applying*
- Prepare, rehearse, and direct ensembles during the defined program schedule
- Demonstrate knowledge, skill, and proficient competency at the keyboard, primarily piano (organ or other instrument experience also welcomed and encouraged). Highly proficient and skilled keyboard abilities to lead hymns, liturgy, and accompany ensembles, instrumentalists, and soloists if needed is welcomed
- Strong interpersonal skills with emphasis on ministry
- Strong organizational and communication skills
- Ability to work collaboratively across the entire Worship & Music team, staff, and pastors
- Collaborate with the production team lead, including audio technicians, video technicians, and other church staff to establish proper balance of in-person, recorded and live-stream broadcast for worship services and music events
- Operate within allocated annual budget
- Actively recruit new members and maintain present membership of the Worship & Music Ministry
- Skill leading and caring for multiple age groups, skill levels and backgrounds
- Maintain membership and alignment with professional organizations such as American Choral Directors Association (ACDA), American Guild of Organists (AGO); Handbell Musicians of America, etc.

Additional Skills and Qualifications Welcomed

- Background, experience, or knowledge of ELCA (Evangelical Lutheran Church in America) or other mainline denominational worship practices required
- Knowledge of music theory, including transpositions or harmonizing a melody
- Support, assist, accompany soloists or instrumentalists for weddings, funerals, memorial services, and special services
- Actively recruit new members and maintain present membership of the Worship & Music Ministry
- Potential interest in serving as Music Director for Theatre 301 musicals and other music activities as appropriate.
- CONTINUING EDUCATION: Pursuing additional training, academic credit; private study of conducting, conducting techniques, vocal training, and related skills and attending meetings, conferences, and conventions of professional organizations
- EXPAND by examining new music of many publishers and selecting materials with suitable texts and appropriate music. Listening to recordings and attending choral concerts to learn new music
- For qualified musicians, this position may also include opportunities to conduct and lead other ensembles, service playing, hymn leading, improvisation, ensemble and solo accompaniments, along with many other exciting opportunities.

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About Mount Calvary Lutheran Church (www.mountcalvary.org)

Mount Calvary is vibrant and energizing place; a church community devoted to proclaiming the power of the Spirit and reveling in the love of Christ. In the Spirit of Jesus, we are open and inclusive of all people who seek a deeper relationship with God. Our mission is to make, build up and send out faithful disciples of Jesus Christ. We welcome with open arms all those who seek to realize the eternal truths of God's story. Our pillars are grace, inclusivity, love, and service. Mount Calvary welcomes all with open arms wherever they may be on their spiritual journey.

Our Worship is grounded in purpose, scripture, sacraments, music, arts, and Jesus. We believe the diversity of views within the Christian faith and the existence of differing denominations are both gift and challenge to the Church. This diversity of views reflects God's purpose. We commit ourselves to worship, pray and theologize with deep humility, and trust Jesus to be Lord of the whole Church and vow to learn from the rich and varied heritage of Christians of other denominations, opinions, cultures, and lands.

As ambassadors for Christ, Mount Calvary is called to be a congregation that embraces every person regardless of race, ethnicity, culture, religion, age, gender, sexual orientation, ability, occupation, or class. We believe diversity reflects the beauty of God's intentions for us. RACE, our Reconciliation and Advocacy Council for Equity, exists to follow Christ's example of radical inclusivity and equality. Additionally, Mount Calvary has made strides in becoming a more publicly affirming and welcoming congregation to the LGBTQIA+ community and is a Reconciling in Christ congregation.

Founded in 1930, the church is a large suburban congregation with worship attendance placing it amongst the 20 largest ELCA congregations in the United States. 1,200 families and 4,000+ baptized members strong, with broad intergenerational diversity, Mount Calvary is vibrant and offers a variety of worship services on Wednesday evening, Saturday afternoon and Sunday mornings.

The church has regional impact through robust programs such as the Mount Calvary Preschool, Mount Calvary Academy of Music, Theatre 301, Public Safety Ministry, Mount Calvary Foundation, and Many Hands Many Meals. Through its history of profound generosity and lay entrepreneurship addressing the needs of the surrounding community, the church has forged powerful partnerships, including Gethsemane Lutheran Church-North Minneapolis, Minneapolis Area Synod, Luther Park-Danbury, Lutheran Social Services, Meals on Wheels, His House, Days for Girls, ICA, WeCan, and Beacon Interfaith. It also has international impact through partnerships, relationships and investments in Nigeria, Germany, India, and Malawi. Mount Calvary is in the iconic town of Excelsior, Minnesota near the shores of Lake Minnetonka.

More at <https://mountcalvary.org/what-we-believe/> and [RACE – Mount Calvary Lutheran Church](#)

WORSHIP & MUSIC STAFF

- Department Leader – Senior Pastor, Kyle Jackson
- Jill Cowan – Worship Coordinator
- Jeremy Haug – Principal Organist
- Jeremiah Knudson – Student Intern Organist
- Monica Livorsi – Saturday Worship Leader
- Sarah Abelsen – Children and Youth Music Director
- Alexis Olson – Handbell Choir Director
- OPEN – Chancel Choir Director

WORSHIP & MUSIC MINISTRIES

- Chancel Choir: 40-50+ adult musicians from various backgrounds
- Chamber Choir: 12-15 musicians
- Children and Youth Choirs
 - o Sunday School Singers (pre-K through 1st grade)
 - o Cantate Choir (grades 2 through 5)
 - o Bel Canto (middle and high school)
- Saturday Worship Band (piano, guitar, bass, fiddle, percussion, etc.)
- Saturday Worship Vocalists
- Handbell Choirs
 - o Mount Calvary Bells
 - o JuBELLee (beginning bell ensemble for all ages)
- Instrumental Ensembles as needed (Reformation, Easter, Christmas, special services)
- Theatre 301

WORSHIP SCHEDULE

Saturday

5:00pm – Modern / Contemporary led by Worship Band & Vocalists

Sunday (September – May)

9:00 and 10:30am – Primarily Traditional / Blended, primarily led by organ with rotating ensembles, and contemporary / blended worship as programmed

Sunday (summer)

9:00am and 10:30am – Traditional / Blended, usually led by organ or piano with soloists, small group ensembles

Wednesday (September – May)

6:15pm Confirmation Worship led by youth ConfirBand musicians

Special Services as requested and planned

FESTIVAL WORSHIP & SPECIAL SERVICES: (+ denotes Chancel Choir involvement)

- Rally Weekend (September after Labor Day) – Fall Program Year Kickoff +
- Reformation Weekend (late October) +
- All Saints Weekend (early November) +
- Thanksgiving Eve Worship, Eccumenical community worship +
- Mid-Week Advent Services
- Advent/Christmas Service in early December with orchestra, and children's choirs +
- Pre-Christmas Eve (7:00pm Wednesday evening before Christmas week) +
- Christmas Eve: 1:00, 2:00, 3:00, 4:00 OR 2:00, 3:30, 5:00pm with orchestra, vocalists, organ
- Christmas Eve: 10:00pm with Chancel Choir, harp, organ +
- Christmas Day: 10:00am
- Ash Wednesday (11:00am & 7:00pm +)
- Mid-week Lenten Services (7:00pm) – *Chancel Choir participates in one*
- Passion/Palm Weekend +
- Maundy Thursday (11:00am and 7:00pm)
- Good Friday (10:00am Family and 7:00pm +)
- Easter Vigil (5:00pm)
- Easter Sunday (8:00, 9:00, 10:00, 11:00am) + Chancel Choir with brass, timpani and organ
- May – Spring Program Year Closure +
- Pentecost + (if within program year)
- Confirmation
- Baccalaureate
- Juneteenth Weekend (June/summer)
- Pride Inclusivity Weekend (June/summer)
- Community Eccumenical worship (August, Excelsior Commons)

PRIMARY INSTRUMENTS:

- 1993 Schantz Pipe Organ, II manual, 32 stops, 26 ranks, 1,576 pipes - [specifications](#)
- 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 available

AUDIO & VIDEO PRODUCTION

While in-person worship is our preferred choice, Mount Calvary provides worship online on Saturday 5pm and Sunday 9am for those unable to attend in-person services. We also allow for on-demand viewing. We will continue livestream worship with the intention of making this a permanent part of our worship life. The Worship and Music team coordinates with production, facility and shared resource departments to ensure successful, engaging, and continuously improving experiences in-person and online.