

Organist/Associate Director of Music (Full Time)

2022 | Job Prospectus | Plymouth Congregational United Church of Christ | Des Moines, Iowa



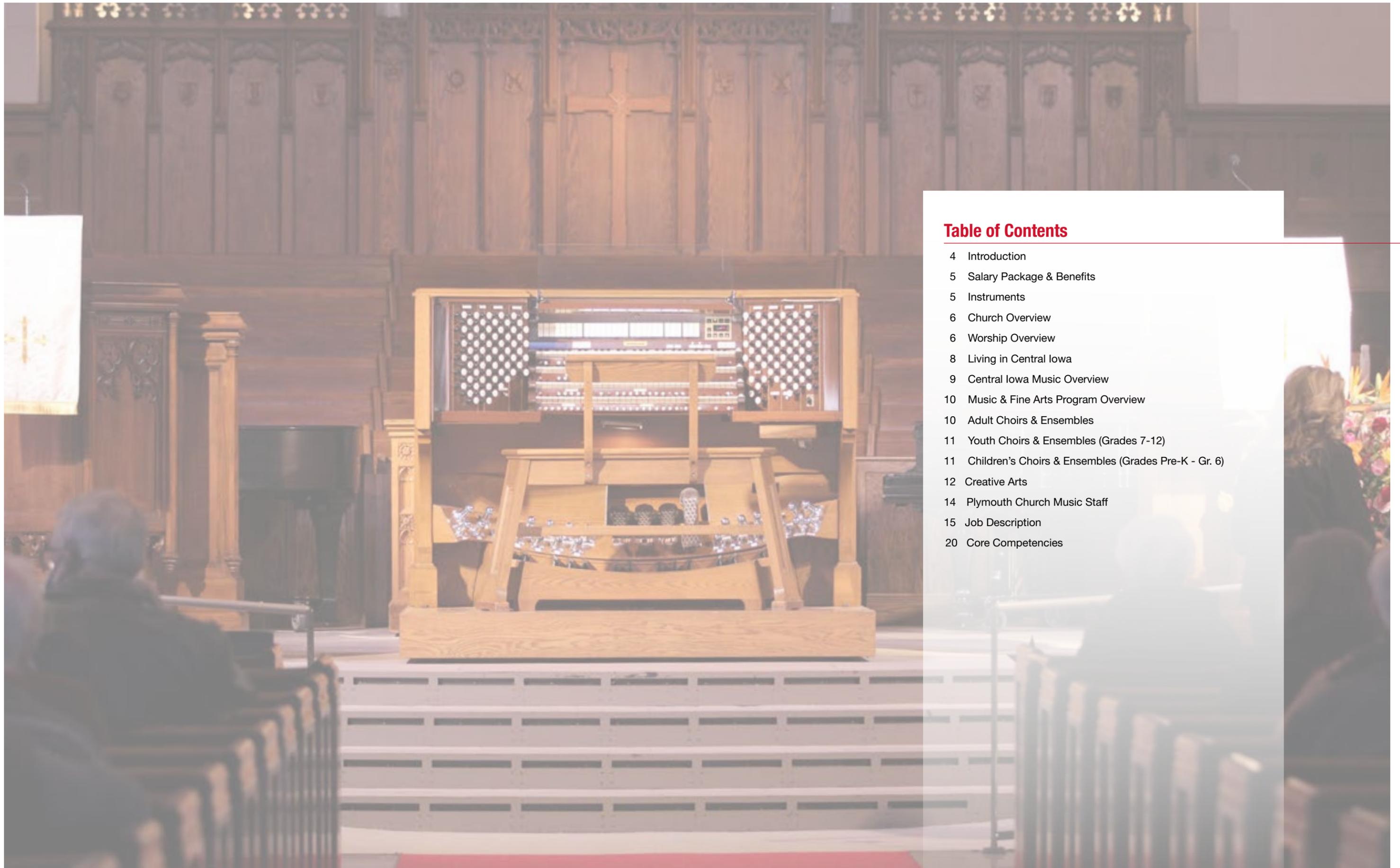


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INTRODUCTION

[Plymouth Congregational United Church of Christ](#), Des Moines, Iowa, seeks their next full-time Organist and Associate Director of Music to support a broad and vibrant program of choirs and ensembles.

The successful candidate will join [a music staff team](#) that includes:

- (FT) Director of Music & Fine Arts
- (FT) Organist / Associate Director of Music & Fine Arts
- (FT) Administrative Assistant to Music & Fine Arts
- (FT) Director of Creative Arts
- (PT) Director of the Saturday Night Band and 5 band members
- (PT) Approx. 8 Choral Staff
- (PT) 6 K-8 Choir Directors and 2 K-8 Accompanists
- (PT) 3 Handbell/chime Choir Directors
- An in-house substitute organist
- (PT) Director of Media

[Find more information on Plymouth Church's wider staff here.](#)

The current Organist (Carl Gravander, BM & MM from Westminster Choir College) is retiring after a 30-year tenure at Plymouth and 50+ consecutive years as a church organist. Carl will play his final service as Plymouth's organist on August 28, 2022.

- Priority application deadline: May 1, 2022
- Intended employment date: mid-August 2022.



For more information contact:

Christopher Goodson
Director of Music and Fine Arts
cgoodson@plymouthchurch.com
4126 Ingersoll Avenue,
Des Moines, Iowa 50312

Salary Package & Benefits

Salary commensurate with education and experience

- Total Package | Approx. \$60,000.00
- Benefits
 - o 403b Contribution of 14% of base salary
 - o 90% of employee's health insurance premium
 - o 90% of employee's dental insurance premium
 - o 4 weeks paid vacation (160 hours)
 - o 2 weeks professional development time off (80 hours)
 - o 4 weekends off per year (not in conjunction with vacation time)
 - o Up to \$5,000.00 reimbursement provided for moving expenses
- (Potential) Collaborative Artist Salary for Des Moines Vocal Arts Ensemble | \$4,500.00
- Additional considerations for an Artist-in-Residence concertizing schedule are negotiable
- Other potential salary increases could be made available for contributions outside the music workload
- Plymouth Church is supportive of the development of a private keyboard studio



Instruments

- **Organ:** Casavant Opus 2656-R (1997, originally 1961)
 - o Instrument description
 - o Instrument demonstration
- **Pianos:**
 - o Sanctuary | 1984 Steinway B (rebuilt in 2021)
 - o Sanctuary | 1887 Steinway B (rebuilt in 2006)
 - o Recital Hall | 2005 Yamaha C3X
 - o Rehearsal Hall | 1970 Yamaha G2
 - o Others | 3 uprights in classrooms, 4+ digital pianos, 2+ keyboards
 - o In office practice organ | 1973 2-manual Allen
- **Harpichord:** Italian Virginal built by David Jacques Way (1981)
- **Others:**
 - o 5 octaves of White Chapel Handbells
 - o 5 octaves of Malmark Handchimes
 - o 2 sets of Suzuki Handchimes
 - o 4 Timpani, Tam Tam, Snare drum
 - o Various small percussion





Church Overview

Plymouth is firmly and consistently invested in musical excellence in worship. Plymouth is firmly invested in the TiM program, supporting the next generation of ministers. Plymouth employs ministerial staff, program staff, and operational staff with talents to serve in their areas of experience and expertise. Plymouth provides a myriad of activities and programs for any and all to join in and participate with their time, talent and treasure as they wish.



Worship Overview

Plymouth offers three in-person services weekly, lasting about one hour each: Saturday at 5:30 p.m., Sunday at 9 a.m., and Sunday at 11 a.m.

Saturday Night Services are held in the more informal Waveland Hall with attendees sitting at round conference tables, with paper and crayons, perfect for facilitating conversation and connection. Music is provided by the bluegrass-inspired Saturday Night Band featuring a mix of contemporary songs and traditional hymns. This service also includes weekly communion (the Sunday services offer communion on the first Sunday of each month).

Both Sunday morning services feature the same scripture passage, announcements, and sermon with a traditional feel. Held in the gorgeous sanctuary, attendees worship alongside talented instrumentalists and choirs. The Matins Choir, featuring high school youth from across the metro, serves as 9 a.m. worship leaders during the academic calendar year. Children's choirs, for children in pre-K through 6th grade, frequently sing during Sunday morning services as well. The 11 a.m. worship service features the adult Chancel Choir, leading the congregation in singing traditional hymns and performing choral anthems that complement the scripture passage and sermon theme. Worship is occasionally accompanied by a bell choir or various instrumentalists. The blending of music, scripture, sermons, and spirituality is integral



to Plymouth's identity and a key way for congregants to connect to and worship God.

Aside from our many choirs and musical talents, Plymouth has a strong tradition of stirring, thought-provoking preaching. The minister's sermon is a beloved component of weekend worship and guiding light for inspiring all to focus on love of God and neighbor. When asked "Why attend worship at Plymouth?," the most common responses relates to inspiring preaching or the strong music offerings. Plymouth ministers take turns preaching sermons on a rotating basis, so the congregation hears from four or five different ministers each month.

It is true that Plymouth congregants do not "check our brains at the door" and we have come to expect and cherish theological discourse and "take action" inspiration during weekend worship. Between services on Sundays there is a weekly Forum (at this conversational gathering, members have an opportunity to express what they are currently processing as well as to be challenged and educated by one another on current events) for any who wish to attend, as well as Church School programming for all ages.

Plymouth Church livestreams the Sanctuary services.





Living in Central Iowa

Des Moines, the capital city of Iowa, is regularly ranked as one of the top 10 best cities to live in by U.S. News. Great schools, affordable housing, a budding food culture, several annual festivals, and drivable access to several other large cities help make Des Moines a desirable city to live in. Extensive recreational trails, rivers, and parks all contribute as well to making Des Moines an easy place to enjoy time outdoors. In addition to the amenities of the city, Des Moines is progressive for the region and has a welcoming culture. Surrounding suburbs provide for many different living options within a short commute from Plymouth. People who live in the area describe it as having the best elements of both small towns and larger cities.



While there are residential properties for rent and for purchase near Plymouth and within Des Moines city limits, there are also numerous suburbs surrounding the City of Des Moines, which may provide additional options depending on an individual's personal needs. Des Moines is easy to navigate, and commuters do not generally encounter heavy traffic.

According to 2020 sources, the average household income within a 15-mile radius from Plymouth was approximately \$82,000, with the median household income being approximately \$57,000.



According to 2020 sources, the median price of a single-family home in Des Moines was \$170,000. The median price of a home in the Des Moines area, including the surrounding suburbs, was \$285,000.

[Compare the Cost of Living Index here.](#)

The US average COI is 104.63. Iowa rates an average of 90.1, the 13th lowest cost of living in the U.S. Iowa ranks as 9th lowest cost for housing.



Central Iowa Musical Overview

- Central Iowa contains a rich fabric of community music and arts organizations, including:
 - o [Des Moines Vocal Arts Ensemble](#) (Rehearsal home is Plymouth Church)
 - The successful candidate would receive preferential consideration to serve as collaborative artist for Des Moines Vocal Arts Ensemble (\$4,500.00 annually)
 - o [Des Moines Choral Society](#) (Rehearsal home is Plymouth Church)
 - o [Des Moines Gay Men's Chorus](#) (Rehearsal home is Plymouth Church)
 - o [Des Moines Diversity Chorus](#)
 - o [Des Moines Community Orchestra](#)
 - o [Des Moines Gamer Symphony Orchestra](#) (Connected to Plymouth Church)
 - o [Des Moines Symphony Orchestra](#) (professional)
 - o [Central Iowa Wind Ensemble](#) & multiple community bands
 - o [Heartland Youth Choir](#)
 - o [City Voices](#) (a nonprofit organization that provides free, high-quality, individualized music instruction to underserved students in the Des Moines Public Schools)
 - o [Iowa Youth Chorus](#)
- College music programs / teaching opportunities
 - o Drake University (Des Moines)
 - o Simpson College (Indianola)
 - o Grandview University (Des Moines)
 - o Iowa State University (Ames)
 - o Grinnell College (Grinnell)
 - o Central College (Pella)
 - o Luther College (Decorah) Currently has a Visiting Professor/Instructor of Organ position available as a two-year term position



Music & Fine Arts Program Overview

Plymouth Church offers a robust program with offerings from age 3 to age 93. Prior to COVID, we engaged some 300+ active participants, 30+ staff members, and approximately 20 groups.

Mission statement for the Board of Music and Fine Arts

The Board of Music and Fine Arts (BMFA) will grow in love of God and neighbor by participating in and benefiting from the very programs we support and oversee in the Music and Fine Arts program at Plymouth Church. Through a variety of expressions of art, in and out of worship, through creation or reception, we open our souls to new experiences and new possibilities, which encourage us to grow, and then give us opportunities to practice growing through service within the faith community (small groups and the larger Plymouth Church) and to the larger community.

Mission statement for Arts@Plymouth program

The mission of the Arts @ Plymouth is to explore, nurture, and celebrate the relationship among artistic expression, personal enrichment and spiritual growth. Through offerings that reflect the church's ministry and mission, we seek to enrich worship experiences, offer artistic programs for children, youth and families, and present outstanding art opportunities for our congregation and community. Art is inclusive of all art forms – choral and instrumental music, visual arts, drama and dance.

ADULT CHOIRS & ENSEMBLES

1. **Chancel Choir**
2. **Chamber Choirs** (SSAA, TTBB, and SATB)
3. **Summer Choir** (SSAA, TTBB, and SATB)
4. **Plymouth Bells | Adult Handbells**
5. **Plymouth Instrumental Ensemble**
[Grade 9 to Adult]
6. **Matins Parents' Choir** (once per year)



YOUTH CHOIRS & ENSEMBLES (Grades 7-12)

1. Matins Choir (Grades 9-12)

Matins Choir welcomes high school youth regardless of singing ability or religious affiliation. Our name echoes the Latin word for morning prayers, or the liturgical service used for early morning worship, and we provide music leadership at the 9 a.m. worship each Sunday during the school year. In addition, Matins choirs tour annually in the spring. At Plymouth, the Matins tradition encompasses music, spirit, fellowship and service, all in the “never ending circle of Matins.”

2. Matins Ensemble (SA & SATB)

3. Soul Singers (Grades 7-8)

4. Plymouth Instrumental Ensemble [Grade 9 to Adult]

5. Plymouth Youth Bells (Grades 7-12)

CHILDREN'S CHOIRS & ENSEMBLES (Grades Pre-K- Gr. 6)

Our children's choirs seek to:

- Teach children about our faith through musical experiences.
- Brighten the lives of others by sharing our children's musical gifts.
- Help each child feel good about himself or herself.
- Help each child become part of a caring group.
- Help each child have fun through musical endeavors.
- Build a solid foundation in the art and discipline of music.

Plymouth's children's choirs offer a range of musical opportunities for more than 100 greater Des Moines-area students in kindergarten through sixth grade. Children of all abilities participate in our outstanding choirs, which are led by respected teachers and musicians from the Des Moines community. Children's choirs rehearse and sing for worship from September through Spring.





PRE-K

1. Music Makers Class | 3 year-olds to Pre-K

Music Makers Class is for child and caregiver together, and provides an enriching musical experience.

EARLY ELEMENTARY

2. KinderChoir | Kindergarten

3. Cherub Choir | Grade 1

4. Hallelujah Choir | Grade 2



OLDER ELEMENTARY

5. Treble Choir | Grades 3-4

6. Chorister Choir | Grades 5-6

7. HandChime Choir | Grades 4, 5, 6

CREATIVE ARTS

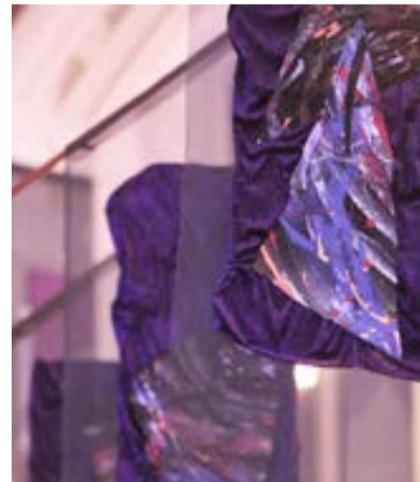
1. **Chancel Arts:** Worship consists of many elements. The pastoral staff preaches. The choirs sing. And the Chancel Arts Committee brings it all alive visually! This group of creative artists works with fabric and a variety of materials to decorate the sanctuary with banners to match each liturgical season.

2. **Gallery:** The Gallery along the Ingersoll Avenue side of the church displays a variety of artwork on a rotating basis.

MISSION STATEMENT

Chancel Arts Committee: Connects with people by creating original, elegant, artistic pieces, merging traditional techniques with inventive designs which please the eye and enrich the spirit.

Plymouth Gallery Committee: Provides a venue for God's gift of creative visual expression, supports and nurtures artists and their vision, and serves as an artistic outreach to the community. The Gallery Committee plans exhibits and invites artists — local,



statewide, and from within the congregation — to show in our light-filled gallery along Ingersoll. Exhibits are usually scheduled a year in advance, and each show is displayed for approximately eight weeks.

3. **Drama/Theatre** | This loose collective of people interested in the dramatic arts partner together in various iterations for dramatic presentations 1-3 times per year.

4. **Saturday Worship** | A professional "Saturday Night Band" leads Saturday Night Worship 52 Saturdays per year in Waveland Hall. A PT Music Director leads this flexible ensemble of six musicians.

5. Spoken Word

Scripture Presentation Group

A collective of people who present scripture in worship through techniques such as Biblical Storytelling, choral readings/reader's theater, and other dramatic forms. The purpose is to use dramatic techniques to breathe new life into the written word, to reconnect with scripture's lengthy history of aural transmission.

Witness / Testimony

Spoken Word

Story Core

Storytelling

6. **Media Team** | During Summer 2019, the Director of Music and Fine Arts became staff liaison to the newly formed MultiMedia team, a sub-committee of the Board of Music and Fine Arts. In 2021, a Media Director was added. This committee works with volunteers and stipendiary students to provide personnel to provide audio tech and videography support to Plymouth's Sanctuary worship services.

Future plans include adding video of the Saturday Night Worship Service.



PLYMOUTH CHURCH MUSIC STAFF

We have an amazing team of dedicated, professional music staff who make the activities of this department possible, including:

- **Christopher Goodson** | Director of Music and Fine Arts
- **Susan Waller** | Director of Creative Arts, Matins Choir (Youth 9th-12th Grade)
- **OPEN** | Organist & Associate Director of Music
- **Diane Hayes** | Administrative Assistant to Music and Fine Arts

- **Lydia Schettler** | Music Makers Class (Pre-K)
- **Jade Fox** | Kinderchoir (Kindergarten)
- **Jade Fox** | Cherub Choir (1st Grade)
- **Linda McFarlane** | Hallelujah! Choir (2nd Grade)
- **Carol Stratemeyer** | Accompanist, K-2nd Grade Choirs
- **Kelli Stoa** | Treble Choir (3rd-4th Grade)
- **Brianne Magel** | Chorister Choir (5th-6th Grade)
- **Elaine Wedeking** | Accompanist, 3rd-8th Grade Choirs
- **OPEN** | Children's Handchimes (4th-6th grade)
- **Brandon Record** | Soul Singers (Youth 7th-8th Grade)
- **Bloyce Johnson** | Youth Handbell Choir (7th-12th Grade)
- **Jennifer Hawkins** | Plymouth Bells (Adults)
- **Jade Fox** | Soprano Choral Staff, Chancel Choir
- **Mackenzie Stern** | Soprano Choral Staff, Chancel Choir
- **Molly McDonough** | Soprano Choral Staff, Chancel Choir
- **Lori Fenton** | Alto Choral Staff, Chancel Choir
- **Mackenzie Donais** | Alto Choral Staff, Chancel Choir
- **Ed Griffith** | Tenor Choral Staff, Chancel Choir
- **OPEN** | Tenor Choral Staff, Chancel Choir
- **Clay Hulsey** | Bass Choral Staff, Chancel Choir

- **Seth Hedquist** | Saturday Night Band Director, Guitar & Vocals
- **Saturday Night Band:**
Dwight Deason, mandolin & guitar
Erich Gaukel, upright bass
Various, drums
Julie Noland, vocals
Lorena Eclatt (Lani), keyboard & vocals

- **Alex Cooney** | Media Director
- **OPEN** | Assistant Media Director
- **Multiple** | Videographers
- **Multiple Volunteers** | Soundboard operators



Job Description

Primary Duties as Organist

- Collaborate with the Director of Music and Fine Arts and Worship Staff in planning and leading worship services
- Serve as organist in weekly Sunday worship services and for all Christian holidays
- Serve as accompanist for the Chancel Choir, Matins Choir (youth) and various other vocal ensembles and vocal and instrumental soloists
 - Includes annual youth choir tour
- Maintain a practice schedule which will ensure the highest standards for service playing
- Serve as organist for funerals, and have first right of refusal for weddings (additional compensation); meet with brides or families to plan music for weddings and funerals
- Oversee the maintenance of all keyboard instruments (organ and pianos)
- Secure approved substitute when absent (we have an in-house principal substitute organist)
- Foster and maintain a relationship with the local colleges, AGO, and community musicians
- Perform at least one recital, annually, at the church and advocate for pipe organ appreciation and education in the congregation and community
- Our next organist will have a primary role in overseeing and guiding approximately \$500,000.00+ in maintenance to our pipe organ
- Skills in piano and organ tuning are a plus (for intermittent touch-ups to the instruments between tunings)



Primary Duties as Associate Director of Music

- Assist with current music ministry ensembles, with the option of developing ensembles that expand the current offerings
- Assist the Director of Music and Fine Arts in recruiting and nurturing music ministry participants
- Develop and maintain a social media presence to promote the organ and music ministry
- Assist the Director of Music and Fine Arts with administrative duties
- Attend meetings as requested by the Senior Pastor and Director of Music and Fine Arts
- Contribute to and promote the health of the musical ecosystem at Plymouth Church by working with, advising, and supporting the various constituent elements of the program.
- Take ownership or participate in one or more musical areas based on the skills and interests of the successful candidate, such as:
 - Children's Choirs
 - Handbells and/or Handchimes
 - Concert Series and hosting guest groups
 - Administrative tasks (i.e. weekly worship bulletin)
 - Assist with creative arts
 - A non-musical competency or interest
 - Skills in non-traditional worship-related musical genres
 - Musical arranging or composition

Desired Skills and Qualifications

QUALIFICATIONS:

1. Bachelor's degree in music required; Master's or Doctoral degree in Organ Performance or Sacred Music preferred.
2. Superior keyboard skills – both organ & piano.
3. Minimum of 5 years' experience in accompanying techniques and performance skills on the piano and organ.
4. Fluency (or strong familiarity) with canonic organ repertoire & the ability to work with, and across, multiple music genres.
5. Proficiency in computer skills and digital technology, including office/administrative and music notation software.
6. Compliant with the Church's background checks.
7. Excellent "people skills" with children, youth, and adults.
8. A Christ-centered faith that is comfortable in the United Church of Christ tradition.
9. Preference for strong improvisation skills.

LEADERSHIP COMPETENCIES:

1. Ability to embrace the creative spirit with a desire for imaginative programming and sensitive artistry.
2. Ability to work collegially and be adaptive in changing environments.



3. Evidence of teaching excellence.
4. Superior interpersonal skills and the ability to collaborate with people at all levels and ages within and beyond the church community.
5. Ability to challenge and inspire those who serve in music ministry.
6. Excellent leadership and organizational skills.
7. Excellent communication skills including the ability to effectively relate with parents and students.
8. Exceptional planning skills, commitment, and sense of caring.
9. Good team player, with willingness to collaborate with all staff members, board members, committee members and volunteers to develop common interests and educational programming.
10. Self-starter who works well independently, with ability to take direction from and listen to supervisor, and willingness to delegate to committee members and volunteers.
11. Works well in both large and small group settings.
12. Able to recruit, train, and equip volunteers.
13. Sensitivity to, and appreciation of, the unique needs of the religious community.
14. Works toward the overall vision and mission of the church.
15. Demonstrates discernment and wise judgement.
16. Maintains confidentiality at all times.
17. Is inspired and driven by clearly articulated goals.



DUTIES AND RESPONSIBILITIES

1. Perform organ music for worship services, i.e. preludes, hymns, offertories, postludes, and special music as assigned by the Director of Music.
2. Be available for special services and extra seasonal services throughout the year (Holy Week, Advent, etc.)
3. Accompany Chancel Choir in rehearsals, worship services, and concerts.
4. Accompany Matins Choir in rehearsals, worship services, concerts, and annual choir tour.
5. Accompany additional rehearsals leading up to concerts.
6. Accompany other ensembles of the church and soloists as assigned by the Director of Music.
7. Provide adequate practice time for, and preparation of service music, hymns, and accompaniments.
8. Assist with administration of Concert Series.
9. Support recruiting efforts inside & outside the church.
10. Contribute to the music and arts program and the wider church as skills and interests lead.



11. Assist and support the Director of Music in all aspects of the total music and worship ministry of the church, including but not limited to administrative duties such as library maintenance, database maintenance, organizing music & paperwork for instrumentalists, keeping choir attendance records, lead recruitment efforts, coordinating contracts for guest artists on Concert Series, and weekly worship bulletin preparation.
12. Provide requested music for weddings & funerals (additional compensation), or secure an adequate substitute.
13. Rehearse with and accompany guest artists/soloists for concerts, services, weddings, & funerals.
14. Serve as the main point of contact for organ and keyboard maintenance, tuning, servicing, and approval of guest organists.
15. Collaborate with Director of Music on all aspects of worship and music life including planning services, planning music, and the arts.
16. Other duties as assigned by the supervisor or the Senior Pastor.



Application Submission Materials

To receive full consideration please submit:

- Cover letter
- CV
- Requested recordings
 - a. Submit three complete, representative worship services from the last 12 months (video preferred, available on YouTube, unedited)
 - b. Exemplar stylistic recordings (video preferred)
 - i. A virtuoso level work by Johann Sebastian Bach (i.e. Fast movement from a Trio Sonata or one of the Major Fugues)
 - ii. A coloristic composition that might be used as an opening or closing voluntary (4-10 minutes)
 - iii. A virtuoso work along the lines of the Vierne “finales,” such as the Finale from Symphony No. 1
 - iv. Display of improvisatory ability—provide a closing section from an anthem of your choice, into a 30-second interlude from the anthem to the Doxology (Old 100th or Lasst Uns Erfreuen), incorporating anthem themes into the transition.
 - v. (optional) Applicant accompanying a choir.

**If any of these specific repertoire requests are not possible to provide in the time given, please include the closest approximation of the request.*

- Representative Repertoire List
- Three references

Application materials should be emailed to Christopher Goodson, Director of Music and Fine Arts by May 1, 2022 for priority consideration. The goal is to have a job start date of mid-August 2022, to allow 2-3 weeks of overlap with our retiring Organist.

For more information contact:
Christopher Goodson
Director of Music and Fine Arts
cgoodson@plymouthchurch.com
4126 Ingersoll Avenue, Des Moines, Iowa 50312

Interview Process Outline

- Priority application deadline: May 1, 2022
- **Round 1 | Initial submission** April/May 2022
 - a. Cover letter
 - b. Curriculum Vitae with least three references
 - c. Requested recordings
 - i. Submit three complete, representative worship services from the last 12 months (video preferred, available on YouTube, unedited)
 - ii. Exemplar stylistic recordings (video links preferred)
 1. A virtuoso level work by Johann Sebastian Bach (i.e. Fast movement from a Trio Sonata or one of the Major Fugues)
 2. A coloristic composition that might be used as an opening or closing voluntary (4-10 minutes)
 3. A virtuoso work along the lines of the Vierne “finales,” such as the Finale from Symphony No. 1
 4. Display of improvisatory ability—provide a closing section from an anthem of your choice, into a 30-second interlude from the anthem to the Doxology (Old 100th or Lasst Uns Erfreuen), incorporating anthem themes into the transition.
 5. (optional) Applicant accompanying a choir.
- d. Representative Repertoire List

- **Round 2: Written answers to questions, additional recordings** May 2022
 - a. Describe your philosophy of and approach to worship and music ministry.
 - b. Describe your theological and artistic approach to worship and service playing.
 - c. Describe your approach to hymn playing, including:
 - i. Approach to registration
 - ii. Approach to hymn phrasing
 - iii. Use of improvisation
 - iv. Regularly used tools and references when preparing to play a service
 - v. Considerations for selecting a singing tempo
 - d. What is your opinion on the augmentation of a pipe organ through the use of digital technology (i.e. Walker Digital), etc.?
 - e. Describe your approach to accompanying choirs and soloists.
 - i. What rehearsal techniques do you regularly use to aid the choirs with which you collaborate?
 - ii. What rehearsal techniques do you regularly use when working with a variety of soloists and small groups?
 - f. What are your technical capabilities related to piano and organ maintenance (i.e. tuning)?
 - g. What are your non-musical skills, competencies, and interests?
 - h. What haven't we asked that we should?
 - i. What else do you want us to know about you?
 - j. What questions do you have for us?
 - k. (TBD) Additional Recordings

- **Round 3: Zoom interview & (TBD) live performance demonstration** Late May/Early June 2022
- **Round 4: Finalists in-person visit** Late June/July 2022
 - a. Meeting with worship staff
 - b. Interview & rehearsal with Chancel Choir
 - i. Laudate Nomen (Carlyle Sharpe)
 - ii. Jesu, the Very Thought of Thee (Paul Halley)
 - iii. Sure on this Shining Night (Morten Lauridsen)
 - c. Interview & rehearsal with Matins Choir
 - i. In This Very Room (Ron & Carol Harris)
 - ii. Praise His Holy Name (Keith Hampton)
 - iii. One sight-reading selection
 - d. Time with Search Committee
 - e. Play a Sunday morning worship service
 - f. Sunday afternoon Recital
- Tentative Schedule:
June 17-19, 2022 | Candidate Weekend option 1
June 24-26, 2022 | Candidate Weekend option 2
July 1-3, 2022 | Candidate Weekend option 3
- **Intended employment date:** mid-August 2022.



CORE COMPETENCIES

In common with all Plymouth Church staff



- **Mission Ownership:** Demonstrates understanding and full support of the mission, vision, values and beliefs of the congregation; can demonstrate those values to others; consistently behaves in a manner congruent with the mission, vision, values and beliefs of Plymouth Church.
- **Self-Development:** sets appropriate personal work objectives, measures own progress, identifies personal gaps in knowledge, understanding and skill; undertakes appropriate activities to develop needed skills; seeks regular feedback on performance; knows personal strengths and weaknesses, is sensitive to changing personal and organizational requirements and changes accordingly.
- **Team Orientation:** demonstrates interest, skill and success in team environments; places group goals ahead of personal agendas; steps up to offer self as a resource to other members of the team; understands and supports the importance of teamwork; shares credit for success with others.

In common with all Supervisors

- **Conflict Management:** Understands the dynamics of human negotiation among conflicting interest groups and/or individuals, and how to achieve mutual agreement; steps up to conflicts, seeing them as opportunities; reads situations quickly; can find common ground and get cooperation with minimum anxiety.
- **Developing Others:** Provides others with challenging and stretching tasks; holds frequent developmental discussions; is aware of the developmental aspirations of others; encourages people to accept challenging assignments.
- **Mission Ownership:** Demonstrates understanding and full support of the mission, vision, values and beliefs of the congregation; can demonstrate those values to others; consistently behaves in a manner congruent with the mission, vision, values and beliefs
- **Self-Differentiation:** Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a non-anxious presence in the midst of turmoil; not overly dependent upon outside affirmation; works to build a strong personal support system.

Particular to the Director & Associate Director of Music and Fine Arts

- **Worship Leadership:** Designs and facilitates relevant and inspiring worship services; combines elements of theology, music and art to promote experiences of the sacred; crafts worship flow that 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.
- **Creativity and Innovation:** Comes up with new and unique ideas; easily makes connections among previously unrelated notions; takes acceptable risks in pursuit of innovation; learns from mistakes; has good judgment about which creative ideas and suggestions will work.



Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is required to lift and carry 20 pounds on occasion. The employee must frequently reach, handle, finger, feel, talk and hear. Vision requirements include near acuity, far acuity, color vision, depth perception and accommodation.

Environmental Factors

While performing the duties of this job, the employee is occasionally exposed to moving mechanical parts, fumes, toxic or caustic chemicals, risk of electrical shock or loud noise.

Criminal background check is required.

Plymouth Congregational Church is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, Plymouth Congregational Church will provide reasonable accommodations to qualified individuals with disabilities and encourages prospective candidates and incumbents to discuss potential accommodations with Plymouth Congregational Church.

Plymouth Congregational Church is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, age, ancestry, national origin, or disability.





Plymouth

UNITED CHURCH OF CHRIST

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