

Minister of Music Search Committee February 10, 2018

The first meeting of the committee was February 10, 2018 at St. Margaret's Church.

The Reverend Dr. William Bradley Roberts author of "Music and Vital Congregations", A Practical Guide for Clergy, was present as a consultant. Dr. Roberts was a great resource through-out the search process, providing guidance, and assurance that the committee was on the correct path. This committee was formed by the Rev. Peter Mayer because of the resignation of the previous music director on December 26, 2017.

Members of the committee included; present or former members of the vestry, choir, 3rd Sunday Band, Spirit Singers and the appointed chair is a professional musician and former choir director.

The meeting began at 9:00 a.m. and ended at 3:00

Committee members present;

Mel Kessler - Chairman

Alexandra Buek

Christine Edwards

Jon Enriquez

Barbara Marder

Rex Pingle

Ted Ruegg

Ernie Tucker

Jim Weekley

Committee members absent;

Trish Schilling (sick child)

Abby Wenz – student member, (ACT testing for college admission)

The Reverend Peter Mayer offered an opening prayer and introduction of Reverend Dr. William Roberts. Reverend Mayer departed the meeting.

This meeting was a brainstorming session to establish how the committee would proceed with developing a Job Description and a Job Advertisement for the position of Minister of Music.

Lunch was catered by Graul's Market Grocery Store.

The next meeting was scheduled for February 25, 2018.

The meeting closed with a prayer by Reverend Roberts

Search Committee Meeting February 25, 2018

The meeting began at 1:00 p.m. and ended at 3:00 p.m.

Committee members present;

Mel Kessler - Chairman

Alexandra Buek

Christine Edwards

Jon Enriquez

Barbara Marder

Rex Pingle

Ted Ruegg

Trish Schilling

Ernie Tucker

Jim Weekley

Abby Wenz

The meeting opened with a prayer by Mel Kessler.

Members presented their drafts of the Job Description and Job Advertisement. After a period of discussion, the committee decided the drafts were similar and a collective decision was made for Jon Enriquez to combine them into one document for review at the next meeting.

The next meeting was scheduled for March 11, 2018.

The meeting closed with a prayer by Mel Kessler.

Search Committee Meeting March 11, 2018

The meeting began at 1:00 p.m. and ended at 3:00 p.m.

Committee members present;

Mel Kessler - Chairman

Alexandra Buek

Christine Edwards

Jon Enriquez

Barbara Marder

Rex Pingle

Ted Ruegg

Trish Schilling

Ernie Tucker

Jim Weekley

Committee member absent;

Abby Wenz

The meeting opened with a prayer by Mel Kessler.

Prior to this meeting a progress report was given to the congregation in the weekly church Dragon Tales publication.

The committee reviewed the collated drafts submitted by Jon Enriquez. There was much discussion and a few changes were made to the Job Description and Job Advertisement. Jim Weekley was tasked with making the corrections to the documents. The Chairman, Mel Kessler, submitted the Job Description and Job Advertisement to The Reverend Peter Mayer for his approval.

The committee agreed that the next meeting would be after a sufficient number of applications were submitted.

The meeting closed with a prayer by Mel Kessler.

With approval by Rev. Mayer the Job Description (**Attachment I**) was placed on the church's website. The Job Advertisement (**Attachment II**) was placed on the job placement web pages of the American Guild of Organists and the Association of Anglican Musicians. The closing date for submitting an application is May 15, 2018.

Search Committee Meeting April 8, 2018

The meeting began at 12:30 p.m. and ended at 1:45 p.m.

Committee members present;

Mel Kessler - Chairman

Alexandra Buek

Christine Edwards

Jon Enriquez

Barbara Marder

Rex Pingle

Ted Ruegg

Trish Schilling

Ernie Tucker

Jim Weekley

Abby Wenz

The meeting opened with a prayer by Mel Kessler.

The application closing date is May 15, 2018, the committee decided it would meet May 20 to begin reviewing applications as a committee.

Prior to the May 20 meeting committee members will review applications on their own and have their own ranking order of candidates.

There was a discussion about visiting an applicant's church if it was with-in a reasonable distance to St. Margaret's. This has been tabled for the time being.

The committee decided not to do phone/skype/facetime interviews. All interviews would be done in person.

Discussion on the number of finalists, all agreed this will depend on the strength of applications. It was agreed 3 to 5 finalists is reasonable, but we are not bound by that number.

Christine Edwards and Barbara Marder submitted sample check lists for the committee members to use in reviewing applications. Decision was made that members can use one of these or develop their own.

The meeting closed with a prayer by Mel Kessler.

Search Committee Meeting May 20, 2018

The meeting began at 1:00 and ended at 3:30.

Committee members present;

Mel Kessler - Chairman

Alexandra Buek

Christine Edwards

Jon Enriquez

Barbara Marder

Trish Schilling

Ernie Tucker

Jim Weekley

Rex Pingle was on travel and submitted his in-put on the candidates via email to Mel Kessler.

The meeting opened with a reading of Psalm 95 verse 1 and Psalm 96 verses 1 and 2.

There were 23 applications submitted with one withdrawal due to accepting another position.

All remaining 22 candidates were discussed with 13 being eliminated.

Five candidates were considered strong and 4 others were candidate of interest.

Questions (5) (**Attachment III**) were emailed to the candidates for more information/clarification by the candidates. Answers are to be returned by May 30th.

A suggestion was made to give another progress report to the congregation. The chair submitted an article for publication in the Summer Newsletter.

The next meeting is scheduled for June 3 at 1:00.

The meeting closed with the Lord's Prayer.

Search Committee Meeting June 3, 2018

The meeting began at 1:20 and ended at 3:30.

Committee members present;

Mel Kessler - Chairman

Alexandra Buek

Christine Edwards

Jon Enriquez

Barbara Marder

Ted Ruegg

Ernie Tucker

Jim Weekley

Anna Wenz

Absent, Rex Pingle (surgery) and Trish Schilling

The meeting opened with a prayer by The Rev. Henrietta Wiley

The committee discussed candidates and decided to have an interview with only the strongest candidate. Four other candidates were put on hold to interview in the event the strongest candidate was not acceptable.

An audition repertoire was set (**Attachment IV**) and a site visit schedule (**Attachment V**) was set by committee. A decision was made to not allow the choir to ask questions of the candidates. Their job is to evaluate how the candidate manages a rehearsal not to conduct an interview.

Committee members submitted candidate interview questions (**Attachment VI**), these questions are to be used as a starting point for each interview.

The Audition Screening Form (**Attachment VII**) developed by Chris Edwards was used by some members of the committee. A Spirit Singers Parents Evaluation Form (**Attachment VIII**) and Choir Evaluation Form (**Attachment IX**) were developed as candidate evaluation tools.

The meeting closed with a prayer by Mel Kessler.

After the meeting;

The Chair contacted Rev. Peter Meyer to let him know the decision and he was acceptable to the committee's decision to just bring in the top candidate for an audition/interview.

A call was placed to the candidate and a date was discussed for the interview and audition. The candidate withdrew before the interview date due to accepting another position.

The other 4 candidates were contacted to set audition/interview dates, only 3 of the candidates were able to commit to the audition/interview. The 4th candidate declined an interview/audition because he wanted a decision made before August 1. He did not want to move his family after that date, we could not meet his desire.

The 3 candidates were not ranked, the order of the interview/auditions was based on their availability to visit St. Margaret's.

Prior to each audition, Mel Kessler, briefed the choir on the process. There was some push-back by a few choir members who wanted to interview the candidates at the audition. After each audition the choir was given an overview of the candidates resume.

June 26 & 27, 2018 Audition

June 26, 2018

Committee members present;

Mel Kessler - Chairman

Alexandra Buek

Christine Edwards

Jon Enriquez

Ted Ruegg

Jim Weekley

Anna Wenz

The first candidate auditioned and interviewed for the search committee. The audition was 2 prepared organ pieces, several hymns, some with improvisation between hymns. An hour long interview followed with the search committee. The candidate had a short rehearsal with the Spirit Singers (children) and an evening rehearsal with the adult choir. The candidate rehearsed an anthem the choir knew and a piece the candidate brought with him that the choir didn't know.

June 27, 2018

The candidate interviewed with the Rector, the Rev. Peter Mayer. There was also a tour of the music library.

After the evening choir rehearsal, the committee discussed the candidate's strengths and weaknesses. The chairman wrote up the committee's impression of the candidate's organ performance and choir rehearsal technique. The committee felt he was lacking in organ skills but related very well to the Spirit Singers and the choir. Recommendation was this candidate would be a step back from the former Music Director.

July 23 & 24, 2018 Audition

July 23, 2018

Committee members present;

Mel Kessler – Chairman

Alexandra Buek

Christine Edwards

Jon Enriquez

Ted Ruegg

Jim Weekley

The second candidate auditioned and interviewed for the search committee. The audition was 2 prepared organ pieces, several hymns, some with improvisation between hymns. An hour long interview followed with the search committee. The candidate had a short rehearsal with the Spirit Singers (children) and an evening rehearsal with the adult choir. The candidate rehearsed an anthem the choir knew and a piece the candidate brought with him that the choir didn't know.

July 24, 2018

The candidate interviewed with the Rector, the Rev. Peter Mayer. There was also a tour of the music library.

After the evening choir rehearsal, the committee discussed the candidate's strengths and weaknesses. The chairman wrote up the committee's impression of the candidate's organ performance and choir rehearsal technique. He related very well to the Spirit Singers and the choir. The committee felt this candidate has the organ skills and rehearsal technique to successfully lead the church musically, lead the choir, and grow their performance level. Recommendation is to offer this candidate the Minister of Music position.

July 26 & 27, 2018 Audition

July 26, 2018

Committee members present;

Mel Kessler - Chairman

Alexandra Buek

Jon Enriquez

Barbara Marder

Rex Pingle

Ted Ruegg

Trish Schilling

Ernie Tucker

Jim Weekley

The third candidate auditioned and interviewed for the search committee. The audition was 2 prepared organ pieces, several hymns, some with improvisation between hymns. An hour long interview followed with the search committee. The candidate had a short rehearsal with the Spirit Singers (children) and an evening rehearsal with the adult choir. The candidate rehearsed an anthem the choir knew and a piece the candidate brought with him that the choir didn't know.

July 27, 2018

The candidate interviewed with the Rector, the Rev. Peter Mayer. There was also a tour of the music library.

After the evening choir rehearsal, the committee discussed the candidate's strengths and weaknesses. The chairman wrote up the committee's impression of the candidate's organ performance and choir rehearsal technique. The candidate was difficult to schedule an interview with, he wanted to do it all in one day, when the schedule called for a day and a half. He was very slow to respond to emails, may have resulted in him being like the previous music director, his time line not following a requested time line. He was evasive in answering the question on how he has approached Pastoral Care when called upon. The candidate does not possess the organ skills to lead the congregation. Further the candidate desired to have an accompanist, so he could just conduct. He revealed that he has only been playing the organ for a couple of years, he is a pianist. The candidate related very well to the Spirit Singers and the choir. His repeated drills of basic vocal technique impressed the choir.

The committee felt this candidate didn't have the organ skills to lead the congregation and choir. Strong choral technique, but other "red flags", no desire to do Pastoral Care if needed, wanting an accompanist, and in his interview with the Rector he asked about having projection screens added to the sanctuary. Recommendation was this candidate would not be a good fit for our music position.

Conclusion

On July 30, 2018 placed a call to James (Jim) Douglass and offered him the Minister of Music at St. Margaret's Church. Jim accepted and will begin his tenure at St. Margaret's in the fall of 2018.

On August 10, 2018 The Rev. Peter Mayer sent, via email, the following to the congregation.

New Music Director Announced

We are very excited to announce that we have a new Director of Music at St. Margaret's!

Jim Douglas, a talented and notable organist, choir director, professional singer, conductor, arranger, and youth chorus leader will begin his work at St. Margaret's at the end of September.

He is currently the Director of Music Ministry at St. Matthew's Episcopal Church in Pennington, NJ, where he serves as parish organist, director of three choirs and oversees the development of a graded chorister program for children and youth, an expansion of regular liturgical offerings and a sacred music internship.

Prior to St. Matthew's, Jim was Director of Music and Organist at St. James' Church, Long Branch, NJ, where he served as parish organist, choirmaster and cantor. There he established a high school choral scholar program, reestablished a children's choir and coordinated a highly-regarded recital and concert series.

Jim received his initial musical training at Saint Thomas Choir School in New York City, and he became head treble chorister in the Saint Thomas Choir of Men and Boys under Gerre Hancock, singing five weekly services and more than 400 choral pieces each season. He performed with the likes of Carly Simon and Jessye Norman and can be heard as a treble soloist on the recording "Christ the Fair Glory." He studied multiple instruments and played and conducted for weekly chapel services while in high school at Saint James School, Hagerstown, MD, studying voice with Corey Rotz and keyboard with Susan Gable and Barbara Wischmeier. He studied sacred music, organ, piano, voice and conducting at Westminster Choir College, Princeton, NJ, and was a soloist in several of the school's renowned ensembles.

Jim has performed under such renowned conductors as Robert Spano, Neeme Järvi, Rafael Frühbeck de Burgos, Lorin Maazel, Harry Bicket, Joseph Flummerfelt, Joe Miller, Andrew Megill and John Scott, among others, and has performed, recorded and toured with numerous ensembles, including the Saint Thomas Choir, Trinity Wall Street Choir, Vox Vocal Ensemble, Kinnara Ensemble and the Westminster Choir, among others. He has also performed in American premieres of choral works by John Tavener and Tarik O'Regan.

He has served on the Bishop's Advisory Commission on Music for the Episcopal Diocese of New Jersey and is an active member of the Association of Anglican Musicians (AAM) and the Royal School of Church Music (RSCM) in America. He has served on the music faculty of the RSCM America King's College Course since 2010 and will serve as Director of the 2018 Diocese of New Jersey Summer Choir Camp in Cape May, NJ.

We welcome Jim, his wife Abbie, son Oliver, 2, and daughter Charlotte, 2 months. Please keep them in your prayers as they navigate their move to Annapolis.

We would like to thank the Music Director Search Committee, chaired by parishioner and professional musician Mel Kessler. We also thank parishioner Hope Stinson who has ably served as Interim Music Director, parishioner Gary Kirkeby who has provided his keyboard talents in

many services, and parishioner Alexandra Buek who has played a huge part in getting the music department organized and ready for Jim.

Attachment I

JOB DESCRIPTION
DIRECTOR OF MUSIC MINISTRIES
ST. MARGARET'S CHURCH

THE PARISH

St. Margaret's is one of the four original Episcopal parishes in Maryland, offering worship continuously since 1692. The parish has an ASA of 325, and attendance more than doubles for holiday and special services. The parish has a committed and involved congregation with an active parish life and significant outreach to the local community. The mission of St. Margaret's is to transform lives in Christ through worship, formation, and giving. For more information, see www.st-margarets.org.

THE MUSIC PROGRAM

The music program at St. Margaret's is an integral part of our parish life and mission. Its purpose is to enhance the celebration of the liturgies, to educate parishioners of all ages and backgrounds in the church and its music, and to inspire them to deepen their relationships with God.

The hallmark of St. Margaret's music program is its embrace of diverse musical styles. While most hymns and service music are drawn from the 1982 Hymnal, and most anthems are taken from the Christian traditions of Western Europe, music selections also incorporate other styles including jazz, gospel, contemporary, and world music. As of this writing, there are six ensembles that provide music for Sunday worship on a rotating basis.

- Chancel Choir: traditional church music
- Motet Ensemble: Renaissance and early modern polyphony
- Spirit Singers: children
- St. Margaret's Chorale: youth
- Third Sunday Band: contemporary, folk, bluegrass
- Wire Choir: string ensemble

Each ensemble provides music for the whole congregation. There is no division of services by musical style (e.g. "9:00 traditional, 11:15 contemporary"); rather, each ensemble leads worship at both services on the assigned day. The director leads four of the ensembles directly (the first four listed above), and supports and coordinates with the other two ensembles.

The church's organ is a three-manual Rodgers 940 Classic, installed in 1992. The sanctuary piano is a Yamaha Conservatory C7 grand piano, manufactured in 1981.

In addition to regular worship on Sundays and holy days, special music is provided on special occasions. In the past we have provided Dixieland Mass on All Saints Day, choral evensongs, and Advent Lessons and Carols.

For more information, see www.st-margarets.org/music.html.

RESPONSIBILITIES

The Director will plan and manage the music program. The Director will select appropriate music for services in accordance with the Episcopal Lectionary and in concert with the Rector. The Director will recruit, develop, and train members of the various choirs, ensuring that participation in the music ministry is open to all, while supporting those volunteer musicians who are interested in growing and developing their technical skills. The Director will conduct rehearsals and direct the choirs as they lead worship. The Director will provide organ or piano accompaniment as appropriate, generally at two worship services on each Sunday and on special days in the church calendar. The Director is also expected to offer planning and accompaniment for weddings and funerals, although accompaniment for these services is separately compensated.

In addition, the Director will develop an annual budget for the music program, and administer the budget as approved; maintain or acquire appropriate licensing for copyright permissions, purchase music, and maintain the music library; oversee and coordinate maintenance of all instruments and equipment used for music, including the organ, all pianos, and tone chimes, as well as the sanctuary sound system; approve use of instruments and space by persons outside the music program, such as piano and voice instructors, in consultation with the Rector; and engage outside musicians to perform with, or in lieu of, the regular ensembles as appropriate.

As a senior member of the parish staff, the Director will participate in regular staff meetings, work with the vestry on issues related to the oversight of the church, contribute occasionally to parish communications, and promote the spiritual life of the members of the parish community.

The Director will provide prayerful and supportive pastoral care to volunteer musicians and other members of the parish community. The Director will also play a critical role in ministering to families who are planning funerals, weddings, and other special services.

The Director will further other missions of the church as appropriate, such as community outreach and Christian formation. The Director is expected to be an active participant in parish life.

LEVEL OF EFFORT

This is a full-time salaried position. The regular work schedule will include evening rehearsals and weekend worship services.

The salary range is \$60 – 64K with full medical benefits, including dental and vision coverage.

Immediate Supervisor - Rector.

Employees Supervised - None.

Attachment II

ADVERTISEMENT

St. Margaret's Episcopal Church
Director of Music Ministries

DESCRIPTION

St. Margaret's Episcopal Church seeks a spiritually engaged full-time organist/choirmaster to assume leadership of a vibrant music program and ensure its continued growth. The music program at St. Margaret's is an integral part of our parish life and mission. The hallmark of St. Margaret's music program is its embrace of diverse musical styles. For more information on the music program, see <https://www.st-margarets.org/music.html>.

St. Margaret's, established in 1692 and located in Annapolis, Maryland, has an ASA of 325, and its mission is to transform lives in Christ through worship, formation, and giving. For more information on the parish, see <https://www.st-margarets.org/>.

REQUIREMENTS

Essential Functions

The Director of Music Ministries will plan and manage the music program as follows. A complete job description is available at <https://www.st-margarets.org/>

Select and provide music for services, including organ and piano accompaniment as appropriate;

- Lead music ensembles (currently two for adults, one for children, and one for youth), including recruit and train members, lead rehearsals, and direct music at worship services;
- Develop and administer the music budget, maintain the music library, and maintain all musical instruments and equipment;
- Engage outside musicians as appropriate;
- Serve as a senior member of the parish staff;
- Provide supportive pastoral care to musicians and other members of the parish community.

The church is prayerfully considering a replacement for its aging organ. The Director will be a critical participant in that process.

Qualifications

- Excellent technical ability and musicianship on both organ and piano;
- Commensurate education, typically a bachelor's degree or its equivalent;
- Experience rehearsing and conducting adult and children's choirs, providing piano and organ accompaniment to church services, and planning and managing a church music program;
- A passion for ministry and an understanding of how music can transform lives in Christ;

- Knowledge of traditional and contemporary Christian music, as well as Christian music from diverse cultural traditions;
- Ability to provide pastoral care to musicians and other parish members as requested
- Familiarity with the Episcopal Lectionary and the Anglican liturgical tradition;
- Demonstrated effectiveness as a teacher of people of all ages and abilities;
- Experience in programs for young musicians, such as RSCM;
- Ability to work effectively with clergy, staff, and volunteers from different age groups and diverse backgrounds;
- A desire to grow in the Church and to inspire others to grow as well.

St. Margaret's is an equal employment opportunity employer. St. Margaret's is committed to building a culturally diverse community and welcomes candidates from all backgrounds.

Candidates should submit a cover letter, a resume or curriculum vitae, and a statement of philosophy regarding music ministry. Please do not send recordings or other materials at this time.

Send completed application materials via email to smcmusicsearch@gmail.com. Priority consideration will be given to applications received by May 15, 2018.

AGO Job Information:

Location: Annapolis, MD, 21409 United States

Position Title: Director of Music Ministries

Organization Name: St. Margaret's Episcopal Church

Job Function: Director of Music Ministries (or Organist/Choirmaster)

Job Type: Full-Time

Job Duration: Indefinite

Min Education: Bachelor's or equivalent

Min Experience: 5 years

Required Travel: None

Salary: \$60 – 64K (Yearly)

Number of Weekly Services: 2

Number of Weekly Rehearsals: 4

Ensembles: Chancel Choir, Motet Ensemble, Children's Choir, Youth Choir

Number Supervised: 0

Hours per Week: 40

Organ Description: Three-manual Rodgers 940 Classic, installed in 1992. The sanctuary piano is a Yamaha Conservatory C7 grand piano, manufactured in 1981.

Benefits: Continuing education allowance, Health insurance, including dental and vision, Retirement/pension, Sick leave, Vacation

Attachment III

The Music Search Committee at St. Margaret's would like you to give us short one or two paragraph answers to the following questions. Please have you answers emailed to me by May 30th.

Why are you seeking a new position?

As a Music Director what do you feel is your greatest accomplishment?

How have you resolved any differences with clergy?

What is the most challenging situation you have encountered as a Music Director and how did you resolve it?

Describe your experience working with children and youth choirs?

Attachment IV

The organ audition;

Organ work by Bach

Organ work by a composer more contemporary than Bach

The following hymns;

Love Devine, all loves excelling

Eternal Father

Cross of Jesus, Cross of Sorrow, improvise into, I am the bread of life, this will be done at the piano.

Sight reading from Haydn's Creation

We will give you an anthem to play and then improvise into the Doxology

Choir rehearsal;

We want you to rehearse, Sicut Cervus, which we have

Rehearse a choir anthem that you bring with you

Attachment V

Day 1

10:00 to 11:00 Campus Visit and meet Staff

11:00 to 11:30 Music Library

11:30 to 1:00 Lunch

1:00 to 2:30 Practice on the Organ

2:30 to 3:30 Audition

3:30 to 4:30 Interview with the Search Committee

5:00 to 5:30 Spirit Singers (children)

5:30 to 7:00 Dinner

7:00 to 8:00 Choir Rehearsal

Day 2

10:00 Interview with the Rector

Attachment VI

Interview questions

Ernie - With contemporary and alternative Christian music as the focus of musical offerings at St. Margaret's one Sunday per month (led by the Third Sunday Band between Sep and May), what are your general views on the use of contemporary musical forms in our worship?

Christine - What do you feel is the right balance of old favorites and contemporary hymns/ anthems?

Jon – As you saw from our materials, we pride ourselves on offering a diverse music program that provides many different styles of music in worship. How would you strengthen this musical diversity? What contributions would you bring to it?

Rex – What are your non-musical interests?

Jon – Tell us about yourself, (or tell us about your career).

Jon – What excites you most about this work? What gets you up in the morning?

*** These two are similar to one on the questionnaire, we can ask it again or just refer to the questionnaire***

Christine - What in your experience have been the most rewarding and challenging aspects of working with volunteer adult choir members? How did you address the challenges?

Jon – What single accomplishment are you most proud of?

Christine - How can the music program help us attract and retain new people of diverse races and backgrounds to the church?

Christine - Have you grown the size of the choirs in churches where you've worked and, if so, what were the strategies you used?

Jon – What are the strategies for growing a choir and recruiting new singers?

Barbara – If you could restage/rebuild one church centered musical program and make changes you feel would enhance the experience for all, what would the program be and what changes would you hope to make?

Christine - When have you been called up to provide pastoral counseling to members of the music program? In general, what were the situations and what was the nature of the support you provided?

Christine - What are examples of pieces you've worked with choirs that "stretched" their capabilities and how did they respond?

Christine - What do you consider some of the most innovative music-related initiatives you've introduced at a church? What were their impact?

Barbara – Describe or outline a musical project for the church which you have wanted to produce but not had the opportunity as of yet.

Jon – A key initiative of the Diocese of Maryland is the Truth and Reconciliation Commission, which works to fight racism by facing our historical legacy of racism and slavery, and finding ways to heal divisions and build toward the future. What thought do you have on how you and the music program could contribute to this effort?

Mel – What music do you listen to other than classical music?

Mel – Who are your favorite organists?

Mel – If you were given only one piece of music you could listen to the rest of your life, what would it be?

Attachment VII

Area	Evaluation	Notes
Application Package __Documents professionally prepared (no typos, understandable, etc.) Is complete: __ Cover letter __ Resume or CV __ Statement of music philosophy	Weak/Adequate/Strong	
Education	Weak/Adequate/Strong Not Addressed	
Technical Ability/Musicianship __Church service accompaniment __Proficiency in organ and piano	Weak/Adequate/Strong Not Addressed	

Music Program Experience ___Adult and children's ensemble direction (rehearse/conduct) ___Music program management (planning, budget, instruments, library) ___Young musicians' programs involvement	Weak/Adequate/Strong Not Addressed	
Knowledge ___Familiarity with Episcopal Lectionary and Anglican Liturgical tradition ___ Knowledge of traditional & contemporary Christian music ___Knowledge of Christian music from diverse cultural traditions	Weak/Adequate/Strong Not Addressed	
Working Relations ___Ability to work with clergy/staff and volunteers of different ages and diverse backgrounds	Weak/Adequate/Strong Not Addressed	
Ministry ___Passion for ministry ___Understanding of the transformative power of music in lives in Christ ___Ability to provide pastoral care to musicians	Weak/Adequate/Strong Not Addressed	
Personal Development ___Desire to grow in the Church and inspire others to do likewise	Weak/Adequate/Strong Not Addressed	
Other Skills/Knowledge/Strengths		
Overall Impression	Weak Adequate Strong	

Candidate's Name: _____

Attachment VIII

Spirit Singers Parents Evaluation Form

Candidate Name _____ Date _____

Please rate the candidate from 1 (not effective not at all strong) to 5 (very effective/very strong) regarding the following aspects of his or her youth choirs conducting audition. Assign Not Applicable (NA) to any aspect not observed. Please base your ratings on what you feel are reasonable expectations, given the limited time the candidate had to work with the children.

	Not effective/ Not at All Strong			Very Effective/ Very Strong		
Ability to relate to the children	1	2	3	4	5	NA
Effective in teaching the children to sing	1	2	3	4	5	NA

Was the candidate patient with the children?

Comments:

Attachment IX

Chancel/Motet Members' Candidate Evaluation Form

Candidate Name _____ Date _____

Please rate the candidate from 1 (not effective/not at all strong) to 5 (very effective/very strong) regarding the following aspects of his or her adult choirs conducting audition. Assign Not Applicable (NA) to any aspect not observed. Please base your ratings on what you feel are reasonable expectations, given the limited time the candidate had to work with the choir tonight.

Thank you for your response and thank you for your participation tonight.

	Not Effective/ Not At All Strong			Very Effective/ Very Strong			
Effectiveness in teaching you to sing new music (i.e. sing the right notes with correct timing)	1	2	3	4	5		NA
Effectiveness in helping you to interpret new music	1	2	3	4	5		NA
Effectiveness in enabling you to bring a fresh interpretation to familiar music	1	2	3	4	5		NA
Effectiveness in providing spiritual leadership and pastoral care	1	2	3	4	5		NA
Ability to make you feel like a valued member of the choir	1	2	3	4	5		NA
Ability to play the piano	1	2	3	4	5		NA
Ability to play the organ	1	2	3	4	5		NA
Ability to improve the singing of the group	1	2	3	4	5		NA
Ability to work effectively with the choir	1	2	3	4	5		NA
Your overall interest in seeing this person hired as Director of Music Ministries	1	2	3	4	5		NA

Comments: