

REPORT OF THE MUSIC MINISTRY ASSESSMENT COMMITTEE

The group discussed the task we had been given and over several meetings, we arrived at the following conclusions:

Our Context

In choosing a new person to lead our music ministry, we need to find a creative tension between continuing to nurture the spirits of the regular attendees at worship and be open to new things too.

We imagine that this will likely be a 3-5 year position, since our reality at TUC may be quite different in 5 years.

There are at least two ways we could approach this task: one is to define the bigger picture and then the role of the musician in this large picture will be clear; or the other approach looks for the qualities and skills of the individual and assumes that this person will ultimately be a part of shaping the larger vision.

The second approach is what we recommend as most in tune with our current situation at Tsawwassen United.

What We Did

- We reviewed Leona's current job description (Dec 2004).
- We understand that the budget for this position is \$1,350 per month.
- We heard from several team members who brought information to share about music ministries elsewhere and people's comments, hopes and wishes.
- We consulted the United Church of Canada Employment Guidelines and the publication *The Ministry of Music in The United Church of Canada* (2004).
- We wrestled with the transition that our congregation is in and the effect this has on our choice of music minister.

Skills and Personal Qualities

The bottom line of our deliberations is to lean towards creativity and new life, trusting in the energizing power of the Holy Spirit. It is time to take a chance and see what happens.

Accordingly, we identified the following skills and personal qualities we felt would be vital:

Skills:

- excellent people skills
- excellent musical skills in piano
- other instruments or voice would be a great asset
- knowledgeable about the impact change has in a congregation
- committed to making music in our congregation a path to the sacred
- proven ability to work collaboratively with others
- ability to inspire others and to encourage their participation

Personal Qualities:

- open to change and new learning
- approachable/ friendly
- good sense of humour
- creative and innovative
- ability of empower others
- personally grounded in a spiritual path

The main components of the position description are as follows:

- Planning of Sunday worship
- Weekly consulting with the minister regarding worship
- Worship preparation
- Service at Sunday morning worship as well as other special services
- Administration
- Participation at regular staff meetings
- Providing music for weddings, funerals or memorial services to be negotiated