

**The Lutheran Church of Honolulu, ELCA**  
Honolulu, Hawai'i, USA



**Position** Organist

**Status** 1/4 Time, 8–12 hours per week

**Minimum Qualifications**

Masters degree (preferred, bachelors considered) in organ performance (preferred, church music with organ concentration considered)  
Equivalent church organist experience is also considered  
Experience leading choral rehearsals preferred

**Salary** \$20,000–\$24,000  
Partial contribution towards health insurance negotiable  
Partial reimbursement of moving expenses negotiable

**Benefits** 3 Weeks vacation  
\$500 + 1 week Continuing Education stipend  
Right of first refusal for weddings, funerals, etc.  
Use of organ and nave for teaching and practice

**Description**

The organist of the Lutheran Church of Honolulu is a key member of the staff and *'ohana*. The successful candidate will work collaboratively with the Director of Music and Liturgy to prepare and perform music during a variety of worship and concert events during the year. The Lutheran Church of Honolulu is a progressive congregation with a prominent reputation for its music program.

**Qualifications**

The Lutheran Church of Honolulu prizes skill, experience, creativity, flexibility, and cooperation in its staff and leadership. In addition, the organist is expected to possess the following qualifications:

- A cooperative, creative, and positive individual who will be a professional representative of the LCH music program within the Hawai'i community
- A practical knowledge of Lutheran worship and a theological understanding of the church sufficient to appropriately select music for traditional worship, or a willingness to learn
- Sight reading and accompanist skills appropriate for choral rehearsal support
- The ability to play and work comfortably in a range of styles
- Knowledge of repertoire for a tracker organ designed in the North German tradition

**Additional Desirable Qualifications**

- Skill of realizing figured bass accompaniments, or a desire to learn on the job
- The ability to read open score, or a desire to learn on the job

## **Responsibilities**

The organist at the Lutheran Church of Honolulu is expected to work in direct collaboration with the Director of Music and Liturgy, who will also serve as supervisor. The following outlines specific duties of the position:

- Play organ and occasionally piano—including liturgy, hymns, and choral accompaniment—for all traditional-style regular and holiday worship services of the church including, but not limited to:
  - 2–4 Sunday morning services per month (10:00 am) alternating with the LCH pianist during our covid worship schedule.
  - 4–5 services per month when the church returns to its regular schedule Vespers services (2–4 per year) (7:30 pm)
  - Christmas Eve and Day Holy Week (Maundy Thursday, Good Friday, Easter Vigil)
- Serve as rehearsal keyboardist for the choir at scheduled Thursday evening rehearsals as well as in preparation for special services and performances
- Play organ at special events such as: First Mondays Concert Series events (cantata, oratorio, etc.)
- Annual Advent Procession (1st Sunday of Advent)
- Installations and other special events of the congregation
- Select organ repertoire (prelude, communion, postlude) for each service and communicate selections in a timely manner to the Director of Music and Liturgy
- Assist the Director of Music and Liturgy in other musical matters (repertoire selection, occasional rehearsals coverage, liturgy planning, etc.) as appropriate
- Arrange for coverage for all services when absent
- Provide organ music for all weddings, funerals, or other special events in the congregation (right of first refusal, includes additional compensation)
- Participate in employee reviews conducted by clergy and/or the Director of Music and Liturgy
- Monitor the physical condition of the church's musical instruments and ensure that they are maintained by competent technicians
- Additional duties as negotiated

## **Performance Review**

As an employee of the church, the organist is subject to the rules and regulations outlined in the Personnel Handbook. The first six months of employment is a probationary period. Performance review at the completion of the six months will be conducted by the Pastor and the Director of Music and Liturgy.

## **Additional Details**

This is a part-time position that pays only a portion of the income needed to support an independent professional in Honolulu. We encourage applicants who are interested to inquire about other employment in the community, potential short-term subleases or shared housing, and resources that may make their transition and life in Honolulu comfortable.

Additionally, a candidate with strong vocal performance skills may also be considered for a paid choral scholar position for Sundays and events when an organist is not needed.

The *Personnel Handbook* of the Lutheran Church of Honolulu shall be the governing document for all dealings between the Church and the organist.

Compensation, hours, and benefits will be reviewed annually by the church council. Any changes in job description and/or recommendations regarding compensation and benefits must be reviewed by the Personnel Committee and authorized by the Church Council.