

In a Nutshell

Congregations and communities of faith engage musicians in a variety of ways. Until now, there were four options: volunteer, honoraria/fee for services, contract, and employee.

Now The United Church of Canada has a fifth option: naming music as a ministry and a musician or director of music as a minister of music.

There are two ways of naming the musician: as a Congregational Designated Minister (CDM) or as a Designated Lay Minister (DLM). In Option 5 there are three levels, depending upon the position description.

Option 5 does not necessarily change existing arrangements between a congregation and its musician(s). Option 5 is not obligatory.

This brochure summarizes the qualifications for this new fifth option: CDM/DLM.

Questions? Conversation?

You are invited to connect with us.

E-mail: worship@united-church.ca

Call: 1-800-268-3781 ext. 4052

Visit: www.musicunited.ca

www.united-church.ca

(search for "arts and music")

The music of the spheres...

*Music permeates all God's creation
and embraces all humanity.*

*Music is rooted in and evolves from
God's relationship with us
and our relationship to God.*

*Music shapes who we are
and who we are becoming*

as people baptized

in the name of Jesus Christ

and nourished at his table of thanksgiving.

The music of worship...

*Music is not inserted into worship;
rather, worship is inherently musical.*

We are a singing people.

How we sing together

and what we sing together,

reflects our faith, our church,

our union with fragile creation,

our thoughts and feelings

about one another

and all humanity.

—From "A Music Poem"
View the full text at www.united-church.ca (search for "music poem").



The United Church of Canada • L'Église Unie du Canada

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Making Music Together

New!

*Music as ministry?
Minister of music?*

There's a new option
for our church musicians:
DLM and CDM!

Read on...



Current Options

Option 1 **Volunteer Musician:** musician donates time and talent to the congregation as a gift

Option 2 **Honoraria/Fee for Services:** musician plays for very occasional services

Option 3 **Contract Work by a Self-Employed Musician:** musician bills the congregation for services rendered

Option 4 **Part-Time Employee:** a salary and benefits or a salary and no benefits, depending on hours worked per week; CPP and EI must be paid

Full-Time Employee: 40 hours per week, a salary and benefits; CPP and EI must be paid

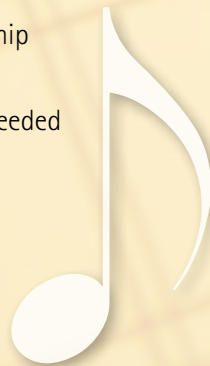
In Options 1 to 4 a position is congregationally determined and a musician is hired by and accountable to the congregation. The congregation determines the financial arrangements.

Our New Option

Option 5 **Minister of Music**

Level 2 CDM

- have the skills to play piano or organ for worship
- have the skills to rehearse and lead choir
- arrange for substitutes and guest soloists as needed
- play for weddings, funerals, etc.
- meet with personnel and worship committees
- oversee care and use of instruments
- foster musical opportunities for youth
- maintain music library



Level 3 CDM

- have the skills, gifts, experience, and abilities to fulfill Level 2 responsibilities
- meet with worship leaders to select music
- respect and advocate awareness of and adherence to copyright laws
- develop and support music programs for youth and other groups in the congregation
- develop worshippers' repertoire
- support or direct any church musical ventures
- meet with local music directors for ecumenical services
- develop community musical outreach

Option 5, Levels 2 and 3, are determined by presbytery. The musician is accountable to the congregation and may be recognized as a CDM by the presbytery and congregation. Being recognized as a CDM does not necessarily alter the financial arrangements established by the congregation.

Level 4 DLM

- have the skills, gifts, experience, and abilities to fulfill Level 3 responsibilities
- be regularly involved in an accountable professional-development process
- develop and participate in programs addressing music needs of presbytery and the wider church
- articulate a holistic understanding of music in worship

Option 5, Level 4, is an appointment recognized by presbytery as a DLM. The musician is accountable to presbytery and the presbytery follows national guidelines for minimum salary and benefits.

Option 5 (New) Qualifications

Knowledge

- know role and development of music in general and of Christian worship (all levels)
- know what networking and other opportunities are available for musicians—e.g., Music United (all levels)
- participate regularly in personal professional development with a reporting structure (Level 4)

Skills

- stimulate congregation participation and enrich their worship experience through music (all levels)
- lead congregational song (all levels)
- coordinate, develop, and recruit volunteers (all levels)
- use and enable others to use different styles of music (all levels)
- determine direction and priorities of the music ministry in collaboration with congregational leaders (Levels 3, 4)
- develop programs for congregation and community (Levels 3, 4)
- develop and facilitate programs for all levels of the church (Level 4)

Faith

- understand and appreciate the pastoral role of music in the congregation's life (all levels)
- be a pastoral presence for the choirs (all levels)
- be a caring presence for all musicians (Level 4)
- be actively engaged in a personal life of faith (all levels)