



Associate Director of Traditional Music/Organist

Covenant Presbyterian Church, Charlotte, N.C.

Covenant Presbyterian is seeking a committed worship leader and accomplished pipe organist to serve as the Associate Director of Traditional Music in a full-time position or as Organist in a part-time position. Music is a vital part of our identity and this position plays a central part in our congregation's faith journey.

Whether in the full-time or part-time position, this individual will play an integral role in guiding Covenant's choirs and congregation in worship through hymns, anthems, and choral arrangements. The part-time Organist will assist and support the Director of Traditional Music in enhancing the beauty of our traditional music programs by playing pipe organ and piano for worship services, adult choir rehearsals, and youth choir. The full-time Associate Director of Traditional Music will serve as Organist and also lead the children's choirs.

As our church continues to grow, our music programs evolve and expand with our worship services and our community. We are looking for an individual with experience shaping the spiritual and musical life of a diverse congregation; someone who can inspire and guide church members of all ages and life stages.

If you have a love of worship and sacred music, we invite you to apply for this opportunity to inspire, lead, and bring the joy of music to our church family.





Duties and Responsibilities

The Associate Director of Traditional Music/Organist at Covenant will play a key role in shaping the spiritual and musical life of our congregation. The candidate for this position must possess the talent, skills, and desire to fulfill the following duties and responsibilities:

PASTORAL

- ✦ Demonstrate a passion for helping people encounter God through music
- ✦ Uphold the church's mission and values through sacred music

MUSICAL

- ✦ Play organ and piano for all traditional worship services
- ✦ Accompany the Chancel (adult) choir and youth singers in all rehearsals and occasional concerts and special services
- ✦ Play organ and piano for weddings and memorial services, with right of first refusal
- ✦ [Full time] Prepare and conduct the children's choirs

ADMINISTRATIVE

- ✦ Support overall music program at Covenant
- ✦ Manage maintenance of Covenant's three pipe organs
- ✦ Participate in worship planning with Director of Traditional Music and other staff, as requested
- ✦ Work with the Charlotte Chapter of the American Guild of Organists to plan and execute the annual Peek Music Weekend at Covenant
- ✦ [Full time] Fulfill administrative duties associated with children's choirs, including Christmas Eve service, end-of-year program, and VBS



Application and Hiring Process

QUALIFICATIONS

- ♦ Bachelor's degree in music and/or organ
- ♦ Demonstrated excellence in pipe organ performance, including hymn playing, liturgical improvisation, and advanced repertoire
- ♦ Additional post-graduate sacred music or organ performance is desirable
- ♦ Background in music ministry as an organist
- ♦ Collaborative approach to ministry through music and excellent communication skills
- ♦ Passion for helping people encounter God through music
- ♦ Demonstrated ability to enhance the congregation's worship experience through high-quality music
- ♦ Ability to work effectively with volunteers and staff; strong pastoral, organizational and interpersonal skills
- ♦ [*Full time*] Experience in leading children's choirs

COMPENSATION & BENEFITS

FULL TIME

Salary range is \$65,000 - \$75,000, commensurate with experience and expertise. Benefits included in full-time position:

- ♦ PTO: 15 days per year with 11 paid holidays per year
- ♦ Health insurance (Blue Cross & Blue Shield) and a 6% annual retirement contribution
- ♦ Relocation assistance possible

PART TIME

Salary range is \$32,000 - \$37,000, commensurate with experience and expertise. PTO accrued on a pro rata basis.

HIRING PROCESS

Please submit the following to CovenantCLTjobs@gmail.com:

- ♦ Cover letter, resume and artistic resume, including works played (location and year)
- ♦ Links to videos of the applicant playing organ and other performances
- ♦ Name and contact information for at least two professional references (additional references may be required in advanced interview stages)
- ♦ First interviews will be held online via Zoom. Finalists will be invited to Covenant for on-site interviews and a tour of our church and campus.



Covenant's Music Instruments

The Covenant campus contains four pipe organs (three in the Sanctuary building and one in the Chapel), as well as a 48-bell carillon in the tower.

Sanctuary Chancel Organ

The Chancel Organ, Aeolian-Skinner Opus 1196, was contracted in 1949. Built in the company's factory in Boston and stored there until the completion of Covenant's Sanctuary in 1953, the organ was voiced by G. Donald Harrison, president, and tonal director. There are 92 ranks of 5792 pipes controlled by a five-manual console. A new five-manual console was installed over a two-year renovation from 2002 - 2004. The new console plays the Aeolian-Skinner Organ as well as the Gallery Organ. **Specifications of the Aeolian-Skinner Organ are listed on the following pages.**

Sanctuary Gallery (Echo) Organ

Installed in 1975, this two-manual, mechanical action instrument was constructed of Honduran mahogany and features façade pipes of burnished copper and polished tin. There are 37 ranks totaling 1,813 pipes.

Chapel Organ

The first organ in Morrison Chapel, an 1885 William Johnson and Sons instrument, came from the old St. Mark's Lutheran Church of Charlotte and served the congregation until 2010, after which an estate gift endowed the production of a new organ for the Chapel. A contract for a 32-rank, two-manual instrument by A.E. Schueter was installed in 2010.

Other Assets

Covenant's steeple tower houses a 48-bell cast bell carillon and one pealing bell. The bells, which range in size from 22 pounds to 3,300 pounds were cast in Holland by Petit Fritsen.

Covenant also has one set of five-octave Malmark handbells, one set of three-octave Malmark handbells, one set of three-octave Choral Chimes, one set of timpani, a Richard Kingston harpsichord, an extensive Choral Library that spans the breadth of sacred choral music.

The Sanctuary building Music Studio houses a two-manual, ten-rank, mechanical action Flentrop Organ. Built in Zaandam, Holland, this instrument serves as a practice instrument as well as a rehearsal instrument for small ensembles and soloists.

Covenant Presbyterian Church Sanctuary Organ

Aeolian-Skinner Opus 1196, 1949

Schlicker Order No. 8274, 1975 Renovation by Mid-Atlantic Organ Company, 2002 - 2004

Five Manual Console by Turner Organ Company 2003

GREAT ORGAN

(Manual II)

1. Quintaton 16
2. Principal 8
3. Bourdon 8
4. Spitzflöte 8
5. Flute Harmonique 8
6. Principal 4
7. Rohrflöte 4
8. Quinte 2 2/3
9. Octave 2
10. Fourniture IV
11. Bombarde (Hooded) 8
12. Trompette en chamade 8
13. Chimes (Solo)
14. Zimbestem
15. Great Sub
16. Great Unison Off
17. Great Super
18. Echo on Great
19. Positiv on Great
20. Tremulant
21. Blank Knob

SWELL ORGAN

(Manual III - Expressive)

1. Lieblich Gedeckt 16
2. Geigen 8
3. Stopped Diapason 8
4. Viole de gambe 8
5. Voix Celeste 8
6. Flauto Dolce 8
7. Flute Celeste 8
8. Prestant 4
9. Corde nuit 4
10. Octavin 2
11. Scharff IV
12. Fagotto 16
13. Trompette 8
14. Hautbois 8
15. VoxHumana 8
16. Clairon 4
17. Trompette en chamade 8
18. Tremulant
19. Swell Sub
20. Swell Unison Off
21. Swell Super
22. Echo On Swell
23. Positiv on Swell
24. Blank Knob
25. Blank Knob
26. Blank Knob

GALLERY HAUPTWERK

1. Quintadena 16
2. Principal 8
3. Rohrflöte 8
4. Octave 4
5. Spitzflöte 4
6. Flachflöte 2
7. Sesquialtera
8. Mixture IV-VI
9. Trompete 8
10. Zimbelstem
11. Hauptwerk to I
12. Hauptwerk to II
13. Hauptwerk to III
14. Hauptwerk to V

GALLERY BRUSTWERK

(Manual V - Expressive)

1. Gedeckt 8
2. Principal 4
3. Rohrflöte 4
4. Principal 2
5. Quintflöte 1 1/3
6. Scharf IV
7. Krummhom 8
8. Tremolo
9. Brustwerk to I
10. Brustwerk to II
11. Brustwerk to III
12. Brustwerk to IV

CHOIR ORGAN

(Manual I- Expressive)

1. Contre Gamba 16
2. Rohflöte 8
3. Viola 8
4. Dulciana 8
5. UndaMaris 8
6. Prestant 4
7. Koppelflöte 4
8. Blockflöte 2
9. Sesquialtera 11
10. Scharff IV
11. English Hom 16
12. Krummhom 8
13. Rohr Schalmey 4
14. Trompette en chamade 8
15. Tremulant
16. Choir Sub
17. Choir Unison Off
18. Choir Super
19. Echo on Choir

20. Blank Knob

21. Blank Knob

22. Blank Knob

POSITIV ORGAN

(Manual I)

1. Nachthorn 8
2. Nason Flute 8
3. Principal 4
4. Spillflöte 4
5. Nasat 2 2/3
6. Principal 2
7. Tierce I 3/5
8. Larigot 1 1/3
9. Octave 1
10. Cymbel III
11. Regal 8
12. Tremulant
13. Positiv Sub
14. Positiv Unison Off
15. Positiv Super
16. Blank Knob

SOLO ORGAN

(Manual IV - Expressive)

1. Gamba 8
2. Gamba Celeste 8
3. Orchestral Flute 4
4. French Horn 8
5. Trompette harrnonique 8
6. Bombarde (Hooded) (Great) 8
7. Regal (Positiv) 8
8. Clairon harmonique 4
9. Trompette en chamade 16
10. Trompette en chamade 8
11. Clairon en chamade 4
12. Chimes
13. Tremulant
14. Solo Sub
15. Solo Unison Off
16. Solo Super
17. Echo on Solo
18. Positiv on Solo
19. Blank Knob
20. Blank Knob

ECHO ORGAN

(Manual V - Expressive)

1. Diapason 8
2. Gedeckt 8
3. Viole d'Orchestre 8
4. Viole Celeste 8
5. Octave 4

6. Peek Trumpet 8
7. Oboe 8
8. Trompette en charnade 16
9. Trompette en chamade 8
10. Clairon en chamade 4
11. Positiv on Echo
12. Echo Sub
13. Echo Unison Off
14. Echo Super
15. Blank Knob
16. Blank Knob

PEDAL ORGAN

- I. Contra Bourdon 32
2. Lieblich Gedeckt Quint (Swell) 32
3. Contra Bass 16
4. Subbasse 16
5. Quintaton (Great) 16
6. Lieblich Gedeckt (Swell) 16
7. Contre Gamba (Choir) 16
8. Principal 8
9. Gamba 8
10. Stopped Flute 8
11. Still Gedeckt (Swell) 8
12. Choral Bass 4
13. Nachthorn 4
14. Blockflöte 2
15. Mixture IV
16. Contre Fagotto (Swell) 32
17. Bombarde 16
18. Fagotto (Swell) 16
19. Trompette 8
20. Clairon 4
21. Regal (Positiv) 4
22. Trompette en chamade 8
23. Clairon en chamade 4
24. Tremulant
25. Chimes (Solo)
26. Blank Knob
27. Blank Knob
28. Blank Knob

GALLERY PEDAL

1. Subbass 16
2. Principal 8
3. Pommer Gedeckt 8
4. Choral Bass 4
5. Blockflöte 2
6. Mixture IV
7. Fagott 16
8. Schalmei 4

COUPLERS (Tilting Tablets)

- I. Great to Pedal 8
2. Great to Pedal 4
3. Swell to Pedal 8

4. Swell to Pedal 4
5. Choir to Pedal 8
6. Choir to Pedal 4
7. Solo to Pedal 8
8. Solo to Pedal 4
9. Positiv to Pedal 8
10. Positiv to Pedal 4
11. Echo to Pedal 8
12. Echo to Pedal 4
13. Hauptwerk to Pedal 8
14. Brustwerk to Pedal 4
15. Swell to Great 16
16. Swell to Great 8
17. Swell to Great 4
18. Choir to Great 16
19. Choir to Great 8
20. Choir to Great 4
21. Solo to Great 16
22. Solo to Great 8
23. Solo to Great 4
24. Swell to Choir 16
25. Swell to Choir 8
26. Swell to Choir 4
27. Solo to Choir 16
28. Solo to Choir 8
29. Solo to Choir 4
30. Solo to Swell 16
31. Solo to Swell 8
32. Solo to Swell 4
33. All Swells to Swell
34. Great/Choir-Positiv Transfer
35. Pedal Divide

ACCESSORIES

General Pistons: 14, duplicated by toe studs
 Manual Pistons: 10 (Great, Choir, Echo, Solo, and Swell)
 Manual Pistons: 6 (Positiv)
 Manual Pistons: 4 (Gallery Hauptwerk and Brustwerk)
 Pedal Pistons: 8, toe studs only

REVERSIBLES:

Great to Pedal, duplicate toe stud
 Swell to Pedal, duplicate toe stud
 Choir to Pedal, duplicate toe stud
 Positiv to Pedal, duplicate toe stud
 Solo to Pedal, duplicate toe stud
 Hauptwerk to pedal, duplicate toe stud
 Brustwerk to Pedal, duplicate toe stud
 32 Contra Bourdon, toe spoon
 32 Quint Bass, toe spoon
 32 Fagotto, toe spoon
 32 Bombarde (future), toe spoon
 Chancel Zimbelstern, toe stud
 Gallery Zimbelstern, toe stud
 All Swells to Swell, thumb only
 Tutti, duplicated by toe stud, with LED indicator



Major Musical Works

Performed by Covenant Choir

(2018-2025)

Requiem For The Living Dan Forrest with Chamber Orchestra (2018, 2024)

Requiem Maurice Duruflé with Organ (2019)

Cantata BWV 79 J.S. Bach with N.C. Baroque Orchestra (2019)

Cantata BWV 37 J.S. Bach with N.C. Baroque Orchestra (2019)

Requiem Gabriel Fauré with Chamber Orchestra (2022)

Requiem John Rutter with Chamber Orchestra (2023, 2025)

Jubilate Deo Dan Forrest with Chamber Orchestra (2024)

Excerpts, *St. John Passion* J.S. Bach (2022)

Excerpts, *Messiah* G.F. Handel (Various)



Covenant's History and Vision

We are a dynamic Christian community that gladly invites all people into a transformational experience of faith; boldly proclaims the gospel, bravely works toward a whole and just world; and passionately nurtures discipleship.

At our first worship service more than 75 years ago, our congregation was charged to “seek the welfare of the city.” Since then, Covenant has built a strong tradition of dynamic worship, transformational faith experiences, and vigorous advocacy for vulnerable neighbors near and far, including 32 mission partnerships. After the pandemic, our congregation engaged in a comprehensive envisioning process to discern our role in a changed, and changing, community. More than 300 congregants participated, identifying our strengths – worship, willingness to try new things, and the ability to discuss difficult social issues in a welcoming way. They named areas for growth, such as adding staff to meet congregational needs while working to engage intentionally in our wider community. A strategic focus emerged: “A mindful, intentional, structured approach to diversity and inclusion, equity and justice, that builds on the groundwork we have laid.” Guided by this, we look to foster community and strengthen our local social fabric by cultivating relationships within Covenant and with congregations across the city. We will love our neighbors better when we know them better. We are enthusiastic about God’s work ahead.

About Charlotte, N.C.

Covenant is located in the heart of Charlotte, a vibrant city with a booming economy. Sports enthusiasts support our professional football, basketball, and soccer teams, while music and theater fans enjoy our opera, symphony, musical and dramatic theater, ballet, and thriving jazz and concert scene. The Uptown district features museums like the Mint Museum, the Bechtler Museum of Modern Art, and Discovery Place, as well as numerous performing arts venues. In the spring and summer months the city hosts several outdoor festivals showcasing local and national artists. The culinary scene is diverse, blending Southern comfort food with international flavors. Nature lovers enjoy the U.S. National Whitewater Center and scenic spots like Freedom Park. With a mix of modern skyscrapers and historic neighborhoods, Charlotte balances urban growth and excitement with a welcoming community feel.



Covenant Presbyterian Church

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