

Grace Covenant Presbyterian Church Asheville, North Carolina

A congregation of the Presbyterian Church (U.S.A.)

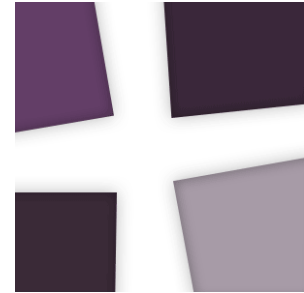
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We are seeking a new Director of Music Ministries

Grace Covenant is located in Asheville, NC, and is a thriving congregation, offering the candidate opportunities to grow in every area of ministry. Grace Covenant loves and values music and worship. GCPC is a “yes” congregation. We welcome opportunities to stretch and we value the depth and breadth of sacred music traditions. We are engaged in the larger community, especially around anti-racism and building partnerships that are reparative and healing. We are searching for a new Director of Music Ministries to join our staff team in the spring of 2023.

Grace Covenant’s Mission Statement (adopted by Session in 2020):

At GCPC our faith calls us to practice...

Theological CURIOSITY

Moral COURAGE

Abundant COMPASSION

Beloved COMMUNITY

With God’s help, we are seeking our transformation and the healing of the world.

*A More Light congregation of the Presbyterian Church (U.S.A.)
and a Supporting Sanctuary Church in Western North Carolina*

Grace Covenant’s Welcome Statement

Trusting that God’s grace embraces and desires covenant with all people, Grace Covenant seeks to be an inclusive and hospitable place of spiritual growth. All persons are welcomed into this fellowship and membership regardless of age, sexual orientation, ethnic, racial, or gender identity, economic position, residency status, or political affiliation. We trust that God is always at work transforming each life and our life together, helping us to better follow Christ’s example of love and courageous welcome.

Description of Needs for this Position

We are looking for collaborative, skilled, and imaginative leadership in music. We seek a Director of Music who prioritizes how music provides spiritual grounding and deepens faith development. We realize it may be necessary to plan for some additional part time assistance to support the full-time position, depending on the skills and experiences of our candidates. Please look over our needs as a congregation and reflect on where your skills and gifts intersect:

- Coordinate all music
- Collaborate with full staff, Worship Council, congregational leadership, and community to incorporate music into the mission, vision, and life of the congregation
- Weekly worship planning with GCPC Program Staff
- Direct, nurture, and grow our Chancel Choir as it finds its footing in the wake of COVID
- Play and/or coordinate music (organ and piano) for all services, funerals and weddings
- Encourage and lead ensembles and other creative engagement with GCPC community members who have musical gifts to offer
- Direct and/or coordinate music opportunities for children and youth
- Creatively expand opportunities for handbells
- Nurture and encourage emerging music and worship opportunities
- Work with community members of all ages
- Engage the community and build on already existing partnerships
- Be an active, contributing member to the staff team in the overall work of the church
- Coordinate and engage in pastoral care to those involved in the choir and other music ministries
- Participate in formation (education) offerings periodically
- Nurture opportunities for ministry through visual arts, drama, and music
- Connect with and nurture relationships with area musicians
- Explore opportunities for music centered events for the whole community



What We Have to Offer

- A congregational culture that values all kinds of music, and that has a history that has included strong chancel choirs, musicians, and vocalist
- A congregation who loves to sing and be creative
- Experience in a dynamic and growing church that says “yes” to transformational ministry and relationships
- A Director of Music position that will be engaged in all areas of church life
- A Mason and Hamlin 7’ Grand Piano purchased new for the sanctuary in 2017 from Freeberg Piano. A Steinway 7’ Grand Piano, currently in the office of the Director of Music (donated to the church in 2017). 2 additional grand and 3 upright pianos in multi-use spaces.
- A 3-manual (+pedal) Schantz pipe organ, that has been well maintained and cared for since it was originally installed in 1971, expanded in 1992, and further enhanced in 2001 with digitally sampled voices (Aeolian-Skinner) by Walker Technical. Custom console by Organ Supply Industries-2001.
- 4+ octaves of Malmark handbells, 2 octaves of Malmark choirchimes; 6-piece Orff Instrument set; large variety of percussion instruments and African drums for both learning and choir accompaniment
- An 1100+ title choral library, encompassing a well-balanced collection of SATB & multivoice compositions from every musical period (Early to Classical to Contemporary) a significant collection of spirituals and multicultural anthems in 12+ languages, major masterworks from Bach to Bluegrass, and a collection of children/youth anthems to support a fully graded choir program from K-teens
- Talented and engaged paid section leaders in the Chancel Choir
- A church that believes the message of the God’s revolutionary love and liberation expressed in worship, nurture, and service is the heart of ministry
- A staff made up of team members that do their jobs well, work hard, laugh, enjoy collaborating, and are eager to add another person to the team
- An opportunity to learn and explore many areas of ministry
- A collaborative model of ministry and a community who is always practicing, learning, and growing
- Generous, engaging, caring, and courageous congregation and congregational leadership
- A beautiful place to live

Where We’ve Been

For almost 70 years, Grace Covenant has been a faithful, energetic, and hopeful congregation. From working in community for civil rights in the 60s and 70s to engaging in

the transformational work of racial equity in our church and in the larger Asheville community during the last several years, Grace Covenant consistently responds to the challenges of our community and world. We seek to practice courageous faith.

Grace Covenant has always been a theologically lively place. We are intergenerational and pretty low-anxiety when it comes to things like innovation and trying new things. We've grown in lots of ways during the COVID years. Our church now also includes active participants who do not live in Asheville.



Worship is creative and engaging as we continue to learn what it means to be a community that gathers both in person and online.

What's Happening Now

We are seeing many Holy shifts and changes all around us. GCPC continues to be a community who welcomes opportunities to try new things and practice new ways of being together, which we find exciting. Examples of where our energy is these days:

- **Dismantling White Supremacy Culture** is a central emphasis of our life together. This work involves lots of practice in every facet of our life as church, from decision making to sharing our resources, to building use, to worship, and in our own care of each other and ourselves.
- **The GCPC Building** includes a lot of activity including being the location of a full-time child care center, The Children's Center at Gracelyn (TCC), and an after-school program for Black and Brown students from the Asheville Buncombe County public schools, Youth Transformed for Life (YTL). Our community partners often use our building for events and meetings as well. GCPC's building is truly a hub of community building.
- **A sanctuary renovation project** is underway after an almost two-year discernment process on our Session. Flexible seating and new flooring will be in place by the end of May 2023. A professional acoustical study informed our selections of wooden chairs and porcelain tiled flooring. The sanctuary changes will enhance acoustics, creativity, flexibility, and the capacity for the space to be multi-use.
- **The GCPC Community Garden** was established almost 12 years ago. Our large community garden on our front lawn was one of the best things we've done. It helps communicate the values of the church right in our front yard. Over 100 people work on

teams in our garden, about half church members and half community members, and we give away more than 75% of the food that we grow. We now have a paid Garden Manager on the GCPC staff.

- **Covenant Partnerships** are another example of the impact of the work the GCPC community is doing to dismantle white supremacy in our midst. Our Serve Council has



been working the last six years to move from a charitable giving model to a partnership model for our mission giving. Those partnerships are manifesting in deepening relationships with 13 Covenant Partners, all of which are Black and Brown-led community organizations.

- **An inter-generational thirst for learning and growing** is a profound part of GCPC's culture. Our youth and children's ministries adapted during COVID, and we recognize the ways families continue to struggle with how to engage and how to recover from very busy schedules. Our youth are leaders and seekers. They are musicians, activists, artists, and amazing human beings in all kinds of ways. Even before COVID we were trying to enhance our music ministries with youth and children. Engaging our youth and young families will be an important point of emphasis for our new Director of

Music Ministries.

- **GCPC is a More Light Congregation** and has had LGBTQIA+ siblings engaged and serving in leadership in the church for a long time. Our young adults are a growing group and several identify as LGBTQIA+.

Where We Are Headed

We work hard to maintain a congregational and staff culture of flexibility and responsiveness to emerging needs. We try to be nimble enough that we can recognize an opportunity and respond. We strive to be a congregation that is faithful, hopeful, and willing to try new things.

GCPC Worship and Membership:

- We worship at 9:30am on Sunday morning with a Formation Hour from 11:00am-12:00pm for all ages. This is a new schedule as of September 18, 2022.
- Membership: 740

Current GCPC Staff:

Rev. Dr. Marcia Mount Shoop, Pastor/Head of Staff (arrived 2016)

Rev. Dr. Richard Coble, Associate Pastor (arrived 2017)

Amy Kim Kyremes-Parks, Dir. of Formation for Children, Youth, & Families (arrived 2020)

Director of Music Ministries (search underway)

Shane Bloemetjie, Interim Choral Director (arrived October 2023)

Wayne Smith, Interim Accompanist (arrived October 2023)

Micah Hayes, Director of Technology and Media Ministries (arrived 2021)

Anna Louise Murchison, Communications & Engagement Coordinator (arrived 2015)

Natalie Weaver, Stewardship and Financial Administrator (arrived in 2016)

Cliff Schlegelmilch, Property Manager (arrived 2018)

Allison Kiehl, Garden Manager (arrived 2021)

Social Media Platforms:

<https://www.youtube.com/@GCPCVideo>

<https://www.facebook.com/GCPCUSA>

<https://twitter.com/GraceCovPC>

[@Gcpc avl](#)