

Musician Compensation Core Values

compiled by the Worship Excellence Team of the TX-LA Gulf Coast Synod, ELCA

Music is an important component of many worship experiences. Consequently excellent music can significantly contribute towards excellent worship. Due to the critical leadership and accompaniment role of worship musicians, care should be taken in the worship planning process to pair musical gifts with worship goals.

Worship musicians bring unique skills that have been developed over many years of study and practice. While specific compensation that equitably recognizes worship musicians' skills is contextual and involves a variety of factors, the Worship Excellence Team recommends that the following core values be prayerfully considered when determining compensation for synod events.

- 1) Many professional organizations offer musician compensation guidelines and planners and leaders are encouraged to explore these guidelines.
[Association of Lutheran Church Musicians](#)
[American Guild of Organists Houston Chapter](#) (see pg. 10-12)
[Houston Professional Musicians Association](#)
- 2) We encourage servant leadership where full-time salaried church musicians are empowered by their congregations to serve as volunteers as a part of the congregation's synod benevolence.
- 3) We encourage synod congregations to provide appropriate release time/remuneration for their part-time church musicians as a part of the congregation's synod benevolence.
- 4) We encourage congregations to include volunteering for synod events in the job descriptions of their church musicians.
- 5) Many church musicians serve in a part-time/hourly position and we feel it is a justice issue to compensate people who would otherwise not be paid for their time/work.
- 6) Volunteer musicians should be reimbursed for travel and meal expenses.
- 7) We encourage clear and transparent communication of expectations in regards to volunteering, compensation, and reimbursement of expenses.