

NATIONAL ASSOCIATION OF PASTORAL MUSICIANS DIRECTOR OF MUSIC MINISTRIES DIVISION

QUALIFICATIONS FOR THE DIRECTOR OF MUSIC MINISTRIES A POLICY STATEMENT

INTRODUCTION

The Director of Music Ministries Division of the National Association of Pastoral Musicians recognizes that a wide range of qualifications exists among those who hold the title of Music Director. DMMD offers this "Qualifications for the Director of Music Ministries: A Policy Statement" to the musicians of the church, that they might understand their role more clearly, to the pastors and search committees who hire them, and to the schools and institutes who train them.

PASTORAL SKILLS

The Director of Music Ministries is a pastoral musician, of service to the church at prayer. He or she is a worshiper and belongs to the assembly. "Like any member of the assembly, the pastoral musician needs to be a believer, needs to experience conversion, needs to hear the Gospel and so proclaim the praise of God. Thus, the pastoral musician is not merely an employee or volunteer. He or she is a minister, someone who shares faith, serves the community, and expresses the love of God and neighbor through music." (LMT,#64)

Pastoral skills for the Director of Music Ministries include:

- the ability to interact with parishioners, parish staff, the liturgy committee and the other musicians;
- the ability to make cultural and ethnic adaptations appropriate to the people of the parish;
- the ability to empower the people to sing;
- the ability to engage the parish in the musical celebration of faith at worship.

The Director of Music Ministries is considered a vital part of the pastoral team of a parish, and as such:

- engages the parish in an on-going educational process regarding the place of music in liturgical celebration;
- attends to the continuing spiritual and musical growth of parish music volunteers;
- provides appropriate training for cantors, organists and members of musical ensembles;
- takes part in the development of sacramental guidelines (particularly for weddings and funerals) to serve the needs of the parish;
- has input into the liturgical music component of the religious education program

and the parish school; is sometimes a spokesperson for the arts and the artistic needs of the parish.

LITURGICAL SKILLS

A Director of Music Ministries has acquired basic information about the liturgy of the Roman Catholic Church and is able to integrate this with musical skills so that the liturgical music component of worship can be celebrated. Such basic information is usually acquired through the study of liturgical theology and church music, or through wide reading or experience in the field.

A Director of Music Ministries demonstrates a knowledge and application of these basic documents:

- Constitution on the Sacred Liturgy (1963)
- Instruction on Music in the Liturgy (Musicam Sacram) (1967)
- General Instruction of the Roman Missal (2002)
- Music in Catholic Worship (1972)
- Directory for Masses with Children (1973)
- Environment and Art in Catholic Worship (1977)
- Introduction to the Lectionary (Revised, 1981)
- Liturgical Music Today (1982)
- Rite of Christian Initiation of Adults (1988)

In preparing the musical prayer of a parish, a Director of Music Ministries understands the requirements of

- the lectionary
- the liturgical calendar
- the sacramentary
- sacramental rites
- and can balance ritual and celebration with creativity.

In preparing for celebration, the Director of Music Ministries understands the place the Assembly has as the primary liturgical symbol. "The entire congregation is an active component. There is no audience, no passive element in the liturgical celebration." (EACW #30) Musical activities are coordinated in loving respect of this, with the appropriate use of cantors, choirs, ensembles, and instrumentalists.

Liturgical celebrations come alive as the Director of Music Ministries plans for

- the great feasts and seasons of the church
 - Advent - Christmas - Epiphany
 - Lent - Easter - Pentecost

- the Sundays of Ordinary Time
- the sacraments
- the Order of Christian Funerals
- the Rite of Christian Initiation of Adults
- the Liturgy of the Hours
- celebrations with children

Because of the availability and importance of continuing education, the Director of Music Ministries:

- regularly reads at least one periodical concerning liturgy
- attends workshops and conferences on music and liturgy annually.

Membership in professional organizations such as Director of Music Ministries Division of the National Association of Pastoral Musicians or the American Guild of Organists can provide peer support, encouragement and enrichment.

MUSICAL SKILLS

A Director of Music Ministries has attained skills in applied music, music theory and the history of music. These skills are ordinarily achieved through an undergraduate and/or graduate degree in music or by professional study in applied music. These skills include:

- proficiency in at least one accompanying instrument used in liturgical celebration, or in voice and choral performance;
- a knowledge of keyboard technique, service playing requirements, transposition, guitar techniques, group vocal techniques for adults and children, choral conducting;
- use of instruments with choir and keyboards;
- some understanding of acoustics, especially as they pertain to the space in which the parish worships.

The music director often finds it necessary to adapt or write additional parts for music used in church. The Director of Music Ministries has these skills at ready use:

- basic knowledge of theory and harmony;
- ability to write simple musical scores, e.g., handbell parts, instrumental parts, descants;
- understanding of score reading and transposition of instruments.

The music director understands the place of the various musical elements used with the liturgy, including litanies, acclamations, psalmody, and contemporary song form.

The music director has a knowledge of the literature of various instruments as it pertains to

the music of the church.

The Director of Music Ministries is aware of the vast repertoire of music available today and can select appropriately from contemporary sources as well as from our treasured heritage of sacred music. He or she is especially sensitive to the ethnic composition of the parish and its musical needs.

ORGANIZATIONAL SKILLS

The position of Director of Music Ministries implies the involvement of other people in the musical programs of the parish. Certain skills of organization and planning are important for good celebrations.

The Director of Music Ministries is able to organize, or see to the organization of, these aspects of the music program of the parish:

- overall coordination of the various music ministries;
- budget planning and administration;
- the long- and short-range planning of music;
- the scheduling of music ministers;
- the timely distribution of all schedules so musicians can rehearse;
- the maintenance of a music library;
- the selection and maintenance of instruments;
- seasonal evaluation of music ministries.

CONCLUSIONS

The Director of Music Ministries who fulfills these qualifications is deserving of fair compensation similar to that provided by just employers in our nation, with a mutually agreed upon contract, describing the responsibilities of employer as well as employee. Then, with confidence, can a person wholeheartedly enter into the task of bringing the church to song.

*Adopted by the Members of the Director of Music Ministries Division
of the National Association of Pastoral Musicians, June 18, 1993.*