

Date of Hire: Saturday 1 December 2018

JOB SATISFACTION

What do you like most about your position as Church Musician at New Hope Lutheran Church? And/or what is most energizing?

I feel fortunate to be in Great Falls. I find the instrument a glorious experience. The wealth of willing and optimistic musicians at my disposal has been stimulating to me.

What is the most difficult or most challenging?

I continue to practice as often as possible. Honing my skills is essential. Balancing time to also write as well as study is always a challenge. I have felt encouraged by the musicians that I've worked with to express very complex and intricate ideas.

ANALYSIS OF STRENGTHS

Please provide a summary of your strengths. Is there a way we can make better use of your strengths?

I would like us to codify organ usage in the eventuality of adding students to my schedule.

SUGGESTIONS

If you could change one thing about your experience at New Hope, what would it be and why?

Gathering music needs to be clarified for the congregation as a time to gather into the worship area, not a competitive shouting match with the instrument reminiscent of a beer hall. (I just witnessed this at another congregation and denomination, and it is in the forefront of my mind.)

GOALS/ACTION PLAN

What is/are your work-related goal(s) for the upcoming year? How do you see these goals being accomplished, e.g., plan of action?

We've started the outreach program with the first set of recitals this lent. I would like begin implementation of further such events.

OTHER COMMENTS:

We need to examine the nature of contractual writing for guest musicians. The process was approved at the time of the original request, but clarification and specifics need to be worked out.

James F. Rickley

