

CHURCH MUSICIAN EMPLOYMENT AGREEMENT

Location: _____ Parties: _____

Employer (Church) Information:

Church Name: _____

Address: _____

Phone: _____

Email: _____

Employee (Musician) Information:

Full Name: _____

Address: _____

Phone: _____

Email: _____

Employment Terms:

Position Title: _____

Work Schedule and Hours: _____

Primary Duties and Responsibilities: _____

Compensation and Benefits:

Salary or Wage: _____ USD

Pay Period and Method: _____

Benefits (if any): _____

Clause 1 – Employment Relationship

The Employee shall serve as Church Musician and perform the duties and responsibilities described herein. The Employee is an at-will employee, subject to termination by either party at any time, with or without cause, consistent with applicable law.

Clause 2 – Duties and Performance

The Employee agrees to faithfully and diligently perform the musical duties including, but not limited to, playing instruments, leading congregational singing, coordinating music for worship services and special events, rehearsing with church choirs or ensembles, and other duties as assigned by the Employer.

Clause 3 – Work Schedule

The Employee's regular work schedule shall be as agreed upon between the parties. The Employee shall attend all scheduled rehearsals, services, and special events requiring musical leadership or participation.

Clause 4 – Compensation

The Employer agrees to compensate the Employee as specified above. Compensation shall be payable in accordance with the stated pay period and method. The Employee shall receive no additional compensation unless agreed in writing.

Clause 5 – Taxes and Withholdings

Employer shall withhold all applicable federal, state, and local taxes from Employee's compensation and shall comply with all applicable tax reporting and withholding requirements.

Clause 6 – Benefits

Any benefits provided to the Employee, including health insurance, retirement plans, or paid time off, shall be described herein or in separate documents attached hereto and incorporated by reference.

Clause 7 – Confidentiality

Employee agrees to maintain the confidentiality of all non-public information obtained during the course of employment, including donor information, financial data, and internal church matters.

Clause 8 – Intellectual Property

Any musical arrangements, compositions, or related intellectual property created by Employee in connection with their duties shall be owned by the Employer, unless otherwise agreed in writing.

Clause 9 – Termination

Either party may terminate this Agreement at any time by providing written notice. Upon termination, Employee shall return all Employer property and materials.

Clause 10 – Non-Discrimination and Compliance

Employer and Employee agree to comply with all applicable federal, state, and local laws prohibiting discrimination and harassment in employment.

Clause 11 – Indemnification

Employee agrees to indemnify and hold harmless the Employer from any claims arising out of Employee's intentional misconduct or gross negligence.

Clause 12 – Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the United States and the State where the Church is located, without regard to conflict of law principles.

Clause 13 – Entire Agreement

This Agreement constitutes the entire understanding between the parties and supersedes all prior agreements, oral or written, relating to the subject matter.

Clause 14 – Amendments

Any amendment to this Agreement must be in writing and signed by both parties to be effective.

Clause 15 – Notices

All notices under this Agreement shall be in writing and shall be deemed given when delivered personally or sent by certified mail or recognized overnight courier to the addresses set forth above.

Clause 16 – Severability

If any provision of this Agreement is held invalid or unenforceable, the remaining provisions shall remain in full force and effect.

Clause 17 – Waiver

Failure to enforce any provision shall not be deemed a waiver of future enforcement of that or any other provision.

Clause 18 – Counterparts and Electronic Signatures

This Agreement may be executed in counterparts, including by electronic means, each of which shall be deemed an original and all of which constitute one instrument.

Clause 19 – Dispute Resolution

The parties agree to attempt to resolve any disputes arising under this Agreement through good faith negotiation before pursuing any other remedies.

Clause 20 – Signatures

The parties have executed this Agreement as of the effective date established by the signatures below.

EMPLOYER AUTHORIZED SIGNATURE

EMPLOYEE SIGNATURE

Signature: _____

Signature: _____

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