

**Job Title: Pianist/Organist****Reports to:** Lead Minister**Effective:** Two-Year Contract Position effective August 1, 2019, with possibility of rehire.**Status:** Part-Time (approx. 20 hrs. per week)**FLSA:** Non-exempt**Music Ministry at First Unitarian Universalist Church of San Diego**

The Mission of the First Unitarian Universalist Church of San Diego is to create community, to nurture spiritual growth, and to act on our values to help heal the world.

Unitarian Universalism is a liberal faith which honors multiple spiritual paths, knowing we don't have to think alike to love alike. We understand and experience diversity in several ways. Our congregation is mixed in terms of age, and we have been attracting younger members, families and friends in recent years. Though our members and staff mostly identify as non-people-of-color, we are intentionally engaging in various educational and structural shifts to become a more radically inclusive, welcoming, and anti-racist/anti-oppressive congregation. This work is jointly led by our Board of Trustees and our Journey Toward Wholeness team, ministers, and staff. We expect the ministry of our congregation to occur through the lens of racial justice and dismantling racism, both internally and externally.

The music ministry is an integral part of this transformative work. Our vision of music ministry is to explore, collaborate, worship, and be transformed through and by the music we make individually, in groups large and small, and with the whole community. We commit to creating opportunities for all to explore and participate to the breadth of their abilities and comfort.

**Job Summary**

The Pianist/Organist provides music for two Sunday morning Worship Services each week at the Hillcrest campus and accompanies three choral ensembles and takes part in weekly Worship Team meetings. Employment is governed by the FUUSD Employee Handbook. The Pianist/Organist is expected to support the church's goal of becoming a more radically inclusive, welcoming and anti-racist/anti-oppressive congregation and to abide by denominational and church policies as regards respectful and appropriate behavior toward all staff and congregation members. This includes, but is not limited to, the FUUSD Covenant of Good Relations and the Harassment (1.7) and Conflict of Interest/Code of Ethics (4.22) sections in the Employee Handbook.

**Essential Functions**

- Provide keyboard music for the two Sunday morning Worship Services and occasional special services (at least Christmas Eve and Thanksgiving Eve); this will normally include prelude, offertory, special music, postlude, etc. as well as accompanying congregational hymns and any soloists or ensembles.
- Accompany the Sunday post-service Youth Choir, the Wednesday evening Chalice Choir, and the Thursday evening Women's Choir rehearsals.
- Support occasional concert activities by ensembles.
- Pursue a musical offering that diversifies the voices represented during Sunday services.
- Collaborate with the Worship Team in planning Worship Services.
- Collaborate and communicate with the directors of the choirs.
- Maintain music library including a master list of all holdings
- Collaborate on tuning and maintenance of the church organ and pianos in a manner that ensures their long life and use.
- Participate in larger UU music community including but not limited to membership in the Association for Unitarian Universalist Music Ministers (AUMM).

## **Job Title: Pianist/Organist – Continued**

**Reports to:** Lead Minister

**Effective:** August 2019

**Status:** Part-Time (approx. 20 hrs. per week)

**FLSA:** Non-exempt

### **Minimum Qualifications**

- Excellent keyboard skills in a variety of musical styles. This is primarily a piano position; however, skill with or interest in developing skill with the organ is desirable
- Experience in accompanying both soloists and group rehearsals; familiarity with choral pedagogy is desirable
- Strive for good relations in communications and engender a spirit of cooperation in planning with other staff and congregants
- Familiarity with liberal religion in general and a willingness to learn

### **Other Responsibilities**

- Attend Staff Worship Team meetings.
- Track time spent on church work to ensure clear boundaries of work. Work outside this job description may be undertaken with the approval of the Lead Minister, but the work within the job description must take precedence.
- Meet at regularly scheduled times with Lead Minister to discuss goals, support needed, job performance, and other issues that arise.
- Annually identify personal professional goals in line with the Mission of the congregation, its Music Ministry, and the current Strategic Plan.

### **Compensation**

The weekly hours required for this position will vary, depending on the nature of a particular service and the time of year (choral groups are generally on hiatus in July and August), but will average about 20 hours per week. The position is year-long, with two week's vacation and three sick days. Compensation will be discussed at time of interview. Time away beyond the allotted vacation time will be managed per the FUUSD Employee Handbook (see p. 2.3).

### **Right of First Refusal**

If music is required for a Memorial, Wedding, or other rite or ritual involving members or friends of FUUSD, the Pianist/Organist must be invited first to provide that music. If they are willing and available they will negotiate the fee for this performance outside of the customary congregational fees for rental or ministerial fees for performance of these rituals. If they are not available, they are to inform the requester as quickly as possible.

### **Application Process:**

Please send a cover letter, resume and related materials to [careersfirstuud@gmail.com](mailto:careersfirstuud@gmail.com) including Pianist/Organist in the subject line. We intend to start interviewing candidates on July 1, 2019. Once materials are received a Music Staff Search Team member will be in touch with you regarding next steps. If there is not enough diversity in the pool of applicants, the position may remain open.

Thank you.