

Job Title: Music Director

Reports to: Lead Minister

Effective: Two-Year Contract Position effective September 1, 2021 with possibility of rehire.

Status: Part-Time (approx. 25 hours 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 Music Director incorporates the mission into the music program at appropriate age and developmental levels. This includes working with the Ministerial Team and the Worship and Program team to develop and implement a vision for expanding the kinds of music used in worship and other church events. They act as a partner in worship creation, create and administer a vibrant and engaging music program for the entire congregation, and serve as a resource in supporting the creation of music throughout the congregation's work.

The Music Director's employment is governed by the FUUSD Employee Handbook. They are 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 include:

- As pandemic conditions and church building/campus reopening allows, the bulletin points below describe what functions we expect to fully return to in due time. In the meantime, this position is responsible for leading and inspiring adaptations of the essential functions to meet current/evolving conditions.
- Direct the Chalice choir and Women's choir, including rehearsals for each.
- Support and develop congregational singing
- Song Leader for worship services and/or coordination of various song leaders for worship services
- Maintain a high level of excellence and inclusion in selecting and performing a wide variety of styles
- Lead the music program in a spirit of ministry
- Work with ensemble directors and ministers to establish a schedule for music in worship which includes content that supports our goal of creating an anti-oppressive/anti-racist community.

Minimum Qualifications:

- Skills and experience in choral direction
- Eagerness to help design the musical elements of worship services
- Interest in developing a multi-faceted and diverse congregational music program
- Familiarity with liberal religion in general and willingness to learn

- Excellent musicianship
- Eagerness to work collaboratively with people of various backgrounds and skill levels

Staffing:

- Create special worship services and events, including multi-generational and multicultural services
- Recruit and train volunteers to participate more fully in the program
- Nurture talent within the congregation, including young people and new members
- Arrange for a wide range of other musicians to play or sing in services when beneficial

Job Title: Interim Music Director - continued

Program Administration:

- Maintain essential records
- Oversee copyright compliance
- Oversee the maintenance of music resources

Coordination/Communication:

- Strive for good relations in your communications and engender a spirit of cooperation in your planning with other choir/handbells directors on staff, staff and congregants
- Look for ways to integrate movement and other expressive arts with music during Sunday services.
- Actively participate in weekly worship team meetings to coordinate musical offerings with the message
- Maintain regular weekly office hours
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Experience:

Considerations will be given to

- Number of years of experience as teacher, choir director or a Director of Music
- Other relevant academic or professional achievement
- Prior experience or demonstrated interest in developing a musical repertoire from diverse voices and spiritual origins
- A record of collaborative leadership
- Demonstrated professional proficiency of instrumental or choral leadership and program administration.
- Experience working in anti-racism/anti-oppression areas in the community
- Fluency in Spanish is desirable

Compensation:

This part-time position includes coordinating the music program at both campuses, directing the Chalice and Women's choirs, and working with a hired or staff accompanist; the salary for this position is \$31.35/hr, depending on credentials/experience. Details about compensation and benefits will be discussed during the interview process.

Application Process:

Please send a cover letter, resume and related materials to careersfirstusd@gmail.com including Music Director in the subject line. **Deadline to apply is Friday, Oct. 1, 2021.** Part of the process will include demonstration of choral direction with members of our church choirs. Once materials are received a Music Director 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.

Optional Opportunity:

We are separately looking for a guest organist to play in worship services once/month. If you have the skills to perform those duties in addition to Music Director, it is possible that the positions could be combined, with hours and compensation adjusted accordingly.