

**First Unitarian Church of Philadelphia**  
**Job Posting: Music Director**

*Salary: \$23,780 (\$47,560 annual Full Time Equivalent)*

*Salary pro-rated for 20 hours/week; Exempt*

*Health Benefits & Paid Vacation*

*This position requires flexible hours, including regular Sunday morning hours, evening choir rehearsals, and occasional daytime, evening, and weekend meetings.*

The First Unitarian Church of Philadelphia is a progressive and spiritually diverse congregation whose mission is to awaken love and justice in our lives and the world. Rooted in our historic home at 22<sup>nd</sup> and Chestnut Streets in Center City Philadelphia, we are a vibrant growing congregation that deeply values its eclectic music program. In the next chapter of our music program, we are looking for the leader who can help us grow our program's diversity, excellence, and impact, and are therefore open to conversations with candidates if they have ideas about program or position structure different from what is envisioned below. Learn more about our congregation and music ministries at [www.philauu.org](http://www.philauu.org).

**Position Summary:** The Music Director will collaborate with the Ministers, other staff, and laypeople to provide dynamic and skilled leadership to all aspects of our music program. The director will need to provide a variety of music by performing, recruiting volunteers, and hiring local musicians.

**Our Worship:**

Our spirit-filled worship draws from many sources, including sacred texts, poetry, stories, and music from cultures and religions all around the world. Our congregation comes together around a shared set of values – values like honoring each person's inherent worth, respecting the interdependent web of life, and working for justice throughout our lifetimes – and celebrates the theological diversity in our congregation that supports each of our growth. Across the congregation, we have people who identify theologically as Unitarian Universalists as well as Agnostics, Atheists, Christians, Buddhists, Pagans, Jews, Muslims, and more. We have a ~25 voice choir that sings most Sundays, an ad hoc band, and several other small vocal and instrumental ensembles and are looking to expand. The church also has an excellent Steinway piano and a 50-rank, 3 manual 1966 Casavant pipe organ.

**Essential Functions:**

- **Choir Direction:** Provide excellent leadership and training as director of the First Unitarian Choir, as well as direct or find volunteer directors for our once-a-month intergenerational "First Church Voices" choir and any new vocal groups.
- **Worship Planning:** Collaborate with the Ministers and guest preachers to plan weekly music for worship (working together to select hymns, choral or instrumental pieces, soloists, bands,

instrumental ensembles); contribute repertoire ideas from diverse musical genres (for example, the recent repertoire performed in worship includes choral composers like Gabriel Faure, Donnie McClurkin, Morten Lauridsen, Hezekiah Walker, Richard Smallwood, Randall Thompson, H.T. Burleigh, and Johannes Brahms, as well as music from genres like jazz, pop, folk, R&B, Soul, rock, and more).

- **Volunteer Leadership:** Find and empower volunteer talent among the congregation and provide leadership that will create a spiritually-meaningful musical experience for the volunteers and congregation.
- **Accompaniment:** Accompany the congregation and choir (piano and/or organ) or hire and supervise accompanist.
- **Management:** Manage the Choir schedule, music budget, and any paid performers.
- **Special Events & Services:** Provide and/or facilitate music at special congregational events and services (such as Christmas Eve, monthly Vespers service, and special concerts like our March 2018 [Gospel Roots of Rock and Soul](#) collaboration with Mother Bethel AME Church sponsored by radio station WXPB). Contract to provide accompaniment for Weddings and Memorial services.
- **Staff Collaboration:** Collaborate with Lead Minister, Business Administrator, and rest of staff team in carrying out mission of congregation.

#### **Core Competencies:**

As the key musical leader in the congregation, the Music Director must be an excellent choral conductor and ideally will possess strong keyboard and vocal performance skills, the ability to program and lead music from diverse musical repertoires, as well as the organizational and leadership skills needed to manage a complex and growing program and budget. The ideal candidate will be collaborative, creative, and compassionate; will have a strong sense of integrity and will take initiative in trying new music, seeking new talent, and building new programs. The Music Director must be capable of leading a congregation towards greater diversity and authenticity in their musical expression while always maintaining the focus on creating a musically excellent, emotionally moving and spiritually powerful worship experience.

#### **Physical Requirements:**

Able to move freely around all four floors of our historic church building (as we are unfortunately not fully wheelchair accessible at this time).

**To Apply:** Send a résumé and cover letter detailing experience with choral and ensemble conducting, accompaniment and solo performance, collaborative program development, and working with diverse repertoire to [music.search@philauu.org](mailto:music.search@philauu.org) to the attention of the Music Director Search Team. Video samples also welcome. Interviews will take place in on a rolling basis beginning April 1, with a final application deadline of May 10, and an anticipated start-date in July or August 2019. Position open until filled.

*Diversity and Inclusion are core values of First Unitarian Church. We are an equal opportunity employer and will not allow discrimination based on age, race, ethnicity, gender, gender expression,*

*national origin, disability, religion, sexual orientation, or socioeconomic background. Candidates of color and LGBTQ candidates are especially encouraged to apply.*