

FOLLEN COMMUNITY CHURCH
DIRECTOR OF MUSIC - 30 hours a week (¾ time)
JOB DESCRIPTION

Director of Music

Reports to: Minister

Schedule: 30 hours per week during the 43-week church year, 15 hours per week during 9-week summer, to include Sundays, rehearsals, and meetings.

Compensation and Benefits: Commensurate with experience and in line with UUA salary guidelines.

Start: August 2022

Background: In 2021-2022 Follen Church undertook a comprehensive internal process analyzing our music program and staffing. We achieved full congregational engagement in that process and support of the outcome: a new, forward-thinking Vision, Mission, and Charter for Follen's Music Program. We are ready and committed to welcome a new Music Director and support their leadership.

Vision of the Follen Music Program: Follen Church believes in the transcendent power of music. Our music program deepens our individual and collective spiritual experience, engaging congregants of all ages in the fellowship and joy of making music together. Through music we build and bind our inclusive community, care for each other, and work for justice.

Mission of the Follen Music Program:

- Minister to the Follen Community through music.
- Enhance the worship services and support the sermon's message with meaningful music that speaks to the soul and our shared Unitarian Universalist values.
- Explore how music can expand awareness and embody Follen's commitment to being an inclusive, LGBTQ+ welcoming, and intentionally anti-racist congregation.
- Provide opportunities for musical growth, fellowship, and participation for all ages.

Core Values of the Follen Music Program:

- Music at Follen draws from a diverse range of genres and sources, providing all with a connection to the familiar as well as exposure to the new.
- Music is integral to creating ritual and tradition for the Follen community. Care should be taken to balance respecting the music traditions of Follen's past with responding to the interests of the evolving congregation. The music program helps us live out Follen's commitment to being an inclusive, LGBTQ+ welcoming, and intentionally anti-racist congregation by lifting up diverse and under-represented voices while being conscious and careful about cultural appropriation.
- Music at Follen welcomes the congregation as worshippers, listeners, and active participants in meaningful music making.
- The Follen community values the professional expertise of the Music Director and commits to upholding our Covenant of Right Relations in building a relationship together.

Follen's Music Director will be a leader and facilitator as we seek to live out the vision, mission and core values of our music program.

Essential Functions:

- Collaborate creatively with the Minister to choose and oversee all music programming (congregational, choral, etc) for weekly Sunday morning worship services that aligns with UU values, the worship theme, and the service itself.
- Resource, prepare, and rehearse, on time and on budget, the appropriate quantity and quality of music for each service. Music director is responsible for all music within the realm of the worship experience, including accompaniment for hymns; the Music Director can hire and supervise organists, accompanist(s) and other musicians to fulfill this responsibility.
- Direct the Adult Choir. The Adult Choir consists of Follen members who make a regular time commitment to create high-quality music together for Sunday Worship Services. The Adult Choir may utilize paid soloists/section leaders on an as-needed basis.
- Direct the Youth and Children's Choirs. These choirs provide children and youth, regardless of musical ability, the opportunity to celebrate the joy of making music together. Traditionally divided into Children (1st-5th Grades) and Youth (6th-12th Grades), all efforts should be made to lower barriers of participation so all feel welcome.
- Direct other music-making opportunities as able such as the "No Name Choir," an ad hoc vocal ensemble. With a lighter time commitment and no expertise required, this choir offers the community ways to enjoy making music together several times a year.
- Hire and supervise section leaders, soloists, accompanists, organist, and supplementary instrumentalists as needed. Supervise an Assistant Music Director; hours per week to be determined as budgeting allows.
- Using Follen's new spaces, create and/or coordinate new paradigms of musical participation for the community through concert series, lay-led experiences, and more.
- Collaborate with the Music Team, a sub-team of the Worship and Music Action Team (WMAT), to evaluate the program and seek improvements. With the support of the Music Team, engage additional volunteers to manage operational details of the choirs. Participate in other church leadership meetings as necessary, including but not limited to: Program Council, Worship and Music Action Team, weekly staff meetings, and weekly supervision and planning meetings with the Minister.
- Provide leadership for the Annual Music Production/Event. The Follen Music Program sponsors an annual community-wide musical event supported by lay volunteers. The event showcases youth, provides opportunities for all to participate regardless of musical ability, and builds community through shared experience. The Music Director, in collaboration with the Music Team, has the responsibility and authority to choose each year's community production/event, which may continue Follen's tradition of Gilbert and Sullivan operettas and/or draw from new sources. The Music Director, Music Team, and participants will devote time to reflecting on the content of their production and its impact on others.

- Nurture a culture of joyful, meaningful engagement with music for all, including those with many different types of ability and availability.
- Manage Follen's Music Library, resourcing and acquiring new music as is in line with the church budget and vision for the music program.
- Engage in lifelong learning and skill-building, taking part in professional development opportunities and the Unitarian Universalist Musicians' Network.

Minimum Qualifications

Education and experience: Bachelor's degree or equivalent experience required; preference for those with experience leading multi-faceted music programs.

Licensure: Trusted Employee background check required.

Demonstrated musical knowledge and ability, as well as leadership and social skills.

Other Responsibilities:

- Up to 6 Sundays off September-June and 3 July-August, as approved, in coordination with the Minister. Responsible for planning high-quality coverage for Sundays off.
- Can play piano and/or organ for worship accompaniment, or can find, hire, and supervise other musicians to fulfill this need.

Core Competencies:

Mission ownership: Demonstrates understanding and full support of the Unitarian Universalist mission, vision, values, history and beliefs of the congregation; consistently behaves in a manner congruent with these UU values; can collaborate with the minister to create worship that aligns with UU values.

People/Volunteer Management:

Provides direction, gains commitment, facilitates change, delegates appropriately, and achieves results through the efficient, creative and responsible deployment of volunteers; engages people in their areas of giftedness and passion.

Interpersonal relationships: Relates well to people of all ages, including adults, parents, children, and youth; builds effective and constructive rapport and relationships; considers the impact of their actions on others; communicates a sense of availability, warmth, openness and approachability; supports a culture of welcoming and connection in the life of the congregation.

Technical Expertise: Has full command of all the technical skills required to proficiently execute the essential functions of the job; understands which skills are lacking and seeks to develop those skills; continually works toward the mastery of technical proficiency.

Creativity and Innovation: Generates new ideas; makes new connections among existing ideas to create fresh approaches; takes acceptable risks in pursuit of innovation; learns from mistakes; has good judgment about which creative ideas and suggestions will work.

Motivating Others: Creates a climate in which people want to do their best; can motivate employees, volunteers and members; empowers others; invites shared input and decision making; makes each individual feel that their work is important.

Team Orientation: Demonstrates interest, skill and success in team environments; is regarded as a team player; creates strong morale and spirit in their team; defines success in terms of the whole team; creates a feeling of belonging and pride in the team. Keeps the larger picture in mind when attending to individual needs.