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A Spiritually Diverse Community, Open to All, and Committed to Justice

JOB DESCRIPTION: MUSIC DIRECTOR

Unitarian Universalists of Mt. Airy (formerly UU Church of the Restoration), a progressive, liberal religious community in Philadelphia, PA, seeks a Music Director versed in a diverse range of musical styles, choral direction, and keyboard skills to lead our music ministry and enhance congregational life, learning and joy through our love of inspiring musical traditions. The Music Director will be responsible for the coordination of all music in the congregation and supporting all volunteer musicians.

Unitarian Universalists of Mt. Airy is dedicated to the inherent worth and dignity of all people and the possibility of a more just and kind world. Our multigenerational community is part of the Unitarian Universalist tradition— a tradition committed to the idea that people of different religious and spiritual beliefs can live in covenant with one another. The congregation has a long-standing commitment to issues of racial equity, inclusion, diversity, LGBTQIA, earth justice, and we were the first UU congregation in the country to pass the 8th Principle, a commitment to dismantle systemic racism and other oppressions.

Music is central to the life of Unitarian Universalists of Mt. Airy, inspiring us, voicing our mission and vision through song, and calling us to a fuller expression of our values. The ideal candidate is someone who can lead a vibrant, welcoming, and multicultural music program, developing and sharing the gifts of members of the congregation.

For more information about Unitarian Universalists of Mt. Airy and Unitarian Universalism, please visit our website: <https://www.uumtairy.org>

The Director of Music will report directly to the minister and will work in close collaboration with the minister, the worship team and other staff to plan the weekly worship services by selecting the music, playing the piano during services, and rehearsing and directing adult choral singers and the hand bell choir. The Music Director's role is to ensure that music contributes meaningfully to services and enhances the spiritual life of the congregation.

DUTIES:

Music for Sunday Worship Services:

- Oversee music programming and the planning of music for all worship services, including hymns, choir anthems, instrumentals, and other music
- Select and organize music for weekly worship services in conjunction with the minister and the worship team
- Play piano for weekly worship services

Direct the Choir:

- Select choral repertoire from a variety of genres and cultural traditions while striving for spiritual and artistic expression
- Plan the choir's rehearsal and performance schedules, by semester
- Rehearse and direct adult choral singers, preparing for performance at Sunday services
- Lead twice weekly choir rehearsals August-June, and as arranged for special situations
- Order and prepare musical scores
- Hire soloists and guest and substitute musicians, including requesting their payment
- Coordinate special programs such as Music Sundays

Direct the Handbell Choir:

- Rehearse and direct the handbell choir for specific worship services, usually twice per year
- Plan the handbell choir's rehearsal and performance schedules, by semester

Administration and Planning:

- Meet weekly with the minister
- Attend scheduled staff or worship team meetings
- Manage the music budget
- Coordinate with the church treasurer to purchase music
- Oversee piano maintenance, and manage and maintain supplies such as choir folders and music stands
- Write and place music-related notices in the congregational bulletin and weekly order of service
- Organize the music worship areas
- Organize and manage the sheet music library
- Advise on special occasions such as weddings, memorial services and installations

QUALIFICATIONS:

- Degree in music or equivalent training
- At least 2 years of experience and demonstrated success in choral direction with the ability to lead multiracial, multicultural, choral and/or instrumental groups with varying degrees of musical talent, knowledge, and skills, using both written and aural learning traditions
- Knowledge and understanding of music from a variety of genres and cultural traditions and the ability to teach them
- Ability to teach challenging music with patience and to help volunteer musicians grow in musical ability.
- Demonstrated piano skills.
- Demonstrated leadership skills
- Skill with audio and recording technology, and understanding of copyright laws that apply to live streaming.

DESIRED SKILLS AND PERSONAL QUALITIES

- Knowledge of and support for the Unitarian Universalist faith tradition and its values
- Experience in congregations or in other membership-based organizations
- Ability to collaborate effectively with ministers, staff members, worship team members, music volunteers, and both congregational and community musicians
- Openness, inclusivity, and a sense of welcome toward singers and musicians of all abilities so that they give their gifts of spirit and heart to our congregation and the larger community
- Capacity to build beloved community through congregational singing
- Strong interpersonal skills, with a professional, reliable, inclusive work style
- Appreciation of music as spiritual expression

ADDITIONAL CONSIDERATIONS:

Applicant must comply with requirements of the Safe Congregation Policy prior to active employment, including background checks.

The Choir Director is recommended to join the Association of Unitarian Universalist Music Ministers (AUUMM) using funds from professional expenses. <https://www.auumm.org/>

All staff are required to comply with health guidelines adopted by the congregation in accordance with federal, state, and local health guidance.

SALARY

The position is half-time (20 hours per week) from mid-August to mid-June. Eleven Sundays free per year, plus mid-June to mid-August.

UUsMA is committed to offering salary and benefits in accord with the Unitarian Universalist Association's (UUA's) Fair Compensation Guidelines. A salary range of \$20-\$25 dollars per hour, commensurate with training and experience, and benefits are negotiable.

Professional expenses of \$1,000 per year in addition to the music budget.

HOW TO APPLY

Please email the following materials to: Leslie Ferron-Smith at hr@uumtairy.org

- One-page cover letter
- Your resume
- One letter of recommendation plus the contact information for two additional references
- Brief supplemental material is welcome also in digital video or audio formats.