

MINISTER OF MUSIC at CHRIST EPISCOPAL CHURCH, NEEDHAM, MASSACHUSETTS

Whom We Seek:

The Minister of Music will be the principal musician, and will work with the Rector, staff, parish leadership, and parish musicians to lead the musical aspects of our overall mission to love God and neighbor, as Jesus teaches.

We seek someone who is skilled, comfortable, and happy playing both the organ and piano, as well as teaching and directing a choir of mixed professional and parish singers. Familiarity with and sensitivity to church liturgies are very important, as is a passion for excellence.

This person will have a degree in music or equivalent proficiency, and demonstrated joy and creativity in the making of music in a sacred setting. We desire a person with a deep conviction in the power of music to lift the human spirit and to inspire each of us to be our best selves in a world in need.

This person believes that everyone can sing, including those who are “singers in the pews.” This person has the flexibility to gather ad hoc groups of singers to offer musical pieces that are accessible to all regardless of age or ability and would welcome the opportunity to recruit, teach, and direct a Children’s/Youth Choir.

Who we are:

We are a suburban, intergenerational pastoral/program-sized church of kind and generous people, located in the town of Needham, an affluent, well-managed, civic-minded town of 31,000, located near the interchange of I-90 and I-95, west of Boston. We are next to Needham High School and across from the public library, a short walk from 2 stops on the Needham commuter rail. The #59 bus stops in front of the Church. There is ample parking.

The building is a vibrant hub for all kinds of community activity. We care about outreach, pastoral care, education, and worship as elements of our mission to love God and our neighbors as Jesus teaches. We continue to recover from the pandemic, but have made strides in our Church School, which has included the participation of our children in a Children’s Choir.

Our Current Musical Context:

The choir currently consists of seven adult and one teenage singers, four of whom are paid section leaders. They are a warm, talented, cohesive, and collegial group.

The primary ministry is leading musical worship with hymns and anthems at the 10am Sunday service during the program year (September – June); worship on Christmas Eve; periodic singing at Holy Week services; and 2 Easter services. Summer worship takes place in our air-conditioned chapel; the choir has traditionally taken the summer off. We have had a Taizé service in Advent for the last few years and have offered formal Evensongs a couple of times per year. We have also periodically offered a major choral work to the community—this past program year it was the Fauré *Requiem*. A variety of music has been sung, from traditional Anglican/Episcopal sources as well as new texts paired with familiar tunes. We use the Episcopal *1982 Hymnal*, and *Wonder, Love, and Praise* for congregational singing but welcome other sources.

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Our Instruments:

The principal instrument in our primary worship space is our 125th Anniversary Memorial Organ (2020), a custom-built virtual pipe organ (VPO) crafted for us by Meta Organ works (www.metaorganworks.com) using the latest Hauptwerk technology. Also in the Main Church is a well-maintained Mason and Hamlin grand piano.

In our Chapel, we offer a well-maintained Steinway baby grand, and a two-manual Rogers console with two ranks of pipes.

List of Specific Responsibilities and Functions

- Work with the Rector (and periodically with an *ad hoc* Worship and Arts Committee) on liturgy
- Serve as director, organist, and pianist for the parish choir
- Attend short (usually weekly) meetings with Rector and staff (sometimes by Zoom).
- Attend longer meetings with the Rector to sketch out seasonal music plans.
- Plan the music for the weekly liturgy in concert with the Rector (see above)
- Provide or arrange for the provision of music at funerals and weddings
- Manage the music budget in consultation with the Rector and Treasurer's Office
- Submit twice a month payroll for section leaders
- Manage music-related communications and worship bulletin in consultation with the Director of Parish Operations, including on-line streaming permissions for music
- Manage the choir library and maintain the musical instruments of the parish
- Hire musicians as may be required to meet the musical needs of the parish, including substitute organists and /or conductors, instrumentalists, and singers (for example, Easter trumpets)
- Consider the opportunity to program and manage parish-sponsored concerts and music events for the wider community
- Consult with non-parish music event sponsors that request to use the facilities and music instruments (a very small part of the job)
- Participate in an annual review with the Rector to support the music ministry

Salary and Terms Summary

- Part-time, year 'round salaried position, averaging about 15 hours per week
- Salary range begins at \$32,000, negotiable in consultation with the 2023 salary survey of the Association of Anglican Musicians
- 4 weeks of paid vacation, 4 Sundays off

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- Music Budget provides funds for professional memberships in the AGO
- Right of first refusal for funerals and weddings for additional fees
- After 1 year, Christ Church will offer a retirement plan to the Minister of Music. Christ Church will contribute 5% of salary to a Fidelity plan of the Music Minister's choice. Christ Church will match up to 4% of employee contribution.
- Use of facilities for private teaching

Availability: negotiable, but preferably before Christmas, 2024

To apply: please submit a cover letter; a CV; the names and contact information for 3 references (including a clergy supervisor) and a link to a performance or rehearsal.

Please be in touch with Nick Morris-Kliment, Rector, at needhamrector@gmail.com to learn more. We look forward to meeting you.

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