ST. ANDREW'S
EPISCOPAL CHURCH

Director of Music for St. Andrew's Episcopal Church, Hanover, Massachusetts

Salary: Competitive and commensurate with experience
Part-Time (approximately 10-12 hours per week)

Is God Calling You to St. Andrew's in Hanover, MA?

St. Andrew's Episcopal Church is entering an exciting new chapter. As we approach the recognition of our 300th anniversary, we are investing in worship, music, youth formation, community engagement, and congregational growth. We seek a Director of Music who will partner with clergy and parish leadership to build upon a strong musical foundation while helping shape the next era of ministry at St. Andrew's.

Our beloved Music Director of nearly fifteen years leaves behind a thriving choir, a vibrant music ministry, and a congregation that values music as an essential expression of faith. We now wonder:

Whom is God calling to help lead St. Andrew's into its next successful era?
If you are a musician, teacher, collaborator, and person of faith who believes music can inspire worship, build community, and transform lives, we invite you to prayerfully consider whether our call might be for you.

About St. Andrew's

Founded in 1725, St. Andrew's Episcopal Church is a welcoming and growing congregation on Massachusetts' South Shore.

- Our **mission** is: Centered in God. Focused on Others.
- **Music** is central to our identity as a conduit for God's love.
- Our **congregation** enjoys traditional Anglican hymns, choral music, spirituals, gospel influences, global hymnody, contemplative music, handbells, instrumental ensembles, and community music.

- We are curious about whether our next era will include a vibrant **children's choir**?

We seek a Director of Music who is excited to enhance a growing parish's ministry and expand our community presence. Our worship services are livestreamed and available online, extending the reach of our music ministry far beyond the walls of the church.

Position Summary

St. Andrews' Music Director is a key member of the parish staff and works collaboratively with the Priest-in-Charge to plan and lead the musical life of the congregation. The Director provides musical leadership for worship, directs the parish choir, develops opportunities for participation, nurtures volunteer singers and musicians, and helps create a welcoming and joyful environment in which people of all ages, abilities and backgrounds can share their musical gifts. We are especially interested in candidates who approach this vital ministry as an opportunity for artistic leadership and social engagement—helping people discover beauty, belonging, and connection with God through music.

Primary Responsibilities

- Plan and lead music for weekly Sunday worship and major feast days.
- Serve as lead musician, organist and/or pianist for worship services.
- Collaborate with clergy in selecting music to amplify scriptural themes or celebrate special events.
- Support and strengthen congregational singing.
- Provide musical leadership for funerals, weddings, baptisms and holy holidays including Christmas Eve, Christmas, Ash Wednesday, Holy Week, Easter, Juneteenth and other planned liturgical opportunities.

Choir and Ensemble Leadership

- Direct and rehearse the Parish Choir.
- Recruit, encourage, and support volunteer singers.
- Foster a welcoming choir culture rooted in faith, fellowship, and musical excellence.
- Direct or oversee additional musical ensembles, including handbells and children's or youth music opportunities.
- Integrate volunteer instrumentalists and guest musicians into parish life.
- Encourage participation from musicians across generations and levels of experience.

Program Development

- Help envision and grow the music ministry of St. Andrew's.

- Develop opportunities for concerts, community performances, and special musical events.
- Cultivate relationships with local musicians, schools, colleges, and arts organizations.
- Support the parish's 300th Anniversary celebrations and future strategic goals.
- Explore opportunities to expand the reach and impact of the parish's music ministry through livestreaming, digital content, community partnerships, and special events.

Administration

- Maintain the parish music library.
- Prepare and manage the annual music budget.
- Purchase music and supplies within approved budget guidelines.
- Coordinate maintenance of the parish organ, piano, and other instruments.
- Arrange qualified substitutes when needed.

Collaborative Ministry

- Serve as a collaborative partner with clergy, staff, choir members, and parish leadership.
- Participate in staff meetings.
- Complete Safe Church training and comply with diocesan requirements.
- Support the overall mission and ministry of St. Andrew's Episcopal Church.

Who We Seek

The ideal candidate will:

- Demonstrate proficiency in organ and piano performance.
- Have experience directing and inspiring volunteer choirs.
- Possess familiarity with Episcopal liturgy and Anglican musical traditions.
- Be excited by a broad range of sacred music traditions.
- Enjoy teaching and mentoring singers and instrumentalists.
- Bring strong interpersonal and organizational skills.
- Value collaboration, creativity, and hospitality.
- Understand that music ministry is both pastoral and artistic.

Candidates who maintain private teaching studios, conduct community ensembles, perform professionally, compose, accompany, or maintain active musical networks are encouraged to apply.

We seek a Director of Music who understands that excellent music can be both a ministry to those already present and an invitation for anyone seeking a church home. We view St. Andrew's sanctuary and campus as a local community resource, and creative space. Our historic campus, growing

congregation, livestreamed worship, and commitment to community engagement create opportunities for a musician who is eager to teach, collaborate, innovate, and build connections well beyond the confines of Hanover.

Whether through choir leadership, concerts, community partnerships, student recitals, special musical offerings, digital ministry, or new forms of worship, we are looking for someone who sees possibility, and an opportunity for nourishment and welcome.

Weddings and Funerals

The Director of Music will have the right of first refusal for weddings and funerals held at St. Andrew's. Compensation for weddings and funerals is established annually by parish policy.

Compensation and Benefits

- Competitive salary based on experience and qualifications.
- Three weeks paid vacation annually.
- Paid sick and personal leave.
- Professional development support as budget permits.
- Additional leave benefits based upon years of service.

To Apply please submit:

- Cover letter expressing your interest in the position
- Resume or curriculum vitae
- Three references
- Recordings, videos, or links demonstrating musical leadership are welcome.

Applications will be reviewed on a rolling basis until the position is filled.

Applications and questions may be directed to:

The Rev. Amy Whitcomb Slemmer, Esq.
Priest-in-Charge
St. Andrew's Episcopal Church
17 Church Street
Hanover, Massachusetts 02339
Please address any electronic submissions to Clergy@standrewshanover.org and use Music Director Application as your subject line.

Come Help Us Write the Next Chapter

We believe God is doing something exciting at St. Andrew's. If you are seeking a congregation that values music, supports creativity, embraces diversity, embodies collaboration, welcomes innovation, and is eager for growth, we would love to hear from you. Come help us write the next chapter

of a church that has been singing God's praise for more than 300 years—and is just getting started.