

Job Summary

The Music Director develops and leads the music ministry for Sunday services, in consultation with the Senior Minister and other team members. The First Unitarian Universalist Church of Houston has had, for many years, a thriving and well-respected music program with a series of stellar Music Directors and musicians. The new Music Director will be expected to build upon this program.

There are three important aspects to the job. The ideal candidate will be able to:

- collaborate to plan the musical elements of Sunday morning services and lead the music during services
- be a solid pianist, able to accompany hymns during Sunday morning services and the choir at rehearsal
- be an accomplished choir director, able to lead and inspire an all-volunteer choir.

Time Required:

The Music Director position is considered half-time salaried. Presence at services on 36 Sundays a year is required. Work load will vary through the year depending on the cycle of congregational holidays and activities.

Compensation and Benefits:

The church follows Fair Compensation guidelines as outlined by the Unitarian Universalist Association. The anticipated salary, depending upon experience, ranges from \$20,400 to \$35,400. Compensation includes pro-rated benefits which include health, dental, and contributions to the Unitarian Universalist Association retirement program.

Reports to: Assistant Minister of Congregational Life

Coordinates with: The Senior Minister and Assistant Minister. Communicates regularly and coordinates with staff and lay leaders as needed.

Principal Duties and Responsibilities:

The goal is to build upon a solid and respected music program which ministers to both congregants who listen to the music and those who produce the music.

Collaborate with the ministers to integrate music into the tone, structure and theme of each service; understand the role of music in the liturgy. Engage guest musicians as appropriate and needed. Encourage and engage congregational musicians to regularly perform and accompany the choir.

Continue and grow the Sanctuary Choir program, rehearse the choir, and schedule the performances of the choir to integrate with the church calendar. Work with other music programs and volunteer musicians within the organization.

Qualifications:

1. Attested musical skills and competence; background in choral conducting and excellent keyboard skills.
2. Ability to collaborate productively within a congregational context, with the soft skills and flexibility of a 'church musician.' Work with volunteers with good humor and enthusiasm.
3. Familiarity with multi-media platforms and online music production techniques.
4. Organize and maintain the budget for the music program.
5. Commitment to showcasing a diversity of music styles, genres, cultures, composers, and countries of origin.
6. Commitment to integrating Latinx music and Spanish language lyrics into the services.
7. Membership in the Unitarian Universalist Musician's Network will be expected after hiring.

Preferred Skills and Experience:

1. Bachelor's degree in Music either acquired or being pursued.
2. Previous congregational experience.
3. Outgoing and friendly with people of all ages.
4. Comfort and fluency with Unitarian Universalist identity, culture, and values.
5. Sensitivity to multi-cultural, interracial and LGBTQIA+ concerns.
6. Ability to work creatively and effectively with staff and volunteers.
7. Bilingual in Spanish a plus.

About First Church:

The First Unitarian Universalist Church of Houston is located in the Museum District and has been a beacon of liberal religion since 1914 in the most populous city in the southern United States. With nearly 300 members, the average Sunday morning attendance totals more than 200 in person and livestreamed. The church's online presence has recently flourished. Over 40% of the congregation is new within the last 5 years with significant growth in members under 40 including many with children.

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