



POSITION AVAILABLE: Director of Music and Arts JOB DESCRIPTION

All Souls Church Unitarian is a diverse, spirit-growing, justice-seeking liberal religious community, and music is central to our mission. We are a thriving congregation with a diverse music program consisting of five ensembles and over 150 participants. The church has been named a Best House of Worship by *DC City Paper* voters, and regularly hosts progressive religious and social justice leaders from around the world, and events that promote our values in and beyond the nation's capital.

We seek a bold, creative Director of Music and Arts who will work in collaboration with other music staff to uphold that living legacy and with ministry, program staff and volunteer musicians to help ASC move into a vibrant future, welcoming and encouraging diverse expressions and styles of music ministry. The Director of Music and Arts reports to the Lead Minister.

RESPONSIBILITIES

1. All Souls Church music ministry is comprised of multiple programs:

All Souls Choir (adult ensemble of approximately ~50 voices and 4 professional section leaders who perform in a variety of styles including classical, gospel, and pop. This group performs twice monthly for worship.) Our singers' artistic versatility allows us to perform everything from ancient chant to Fauré to spirituals to jazz, gospel, and pop songs.

All Souls Jubilee Singers was founded in 1977 by Dr. Ysaye Barnwell, a member of Sweet Honey in the Rock and notably led by Lenard Starks for 23 years. Celebrating music that originates in the oral tradition, repertoire includes African American Spirituals, blues, jazz, gospel, and world music.

BAM Sundays (Black American Music, formerly Jazz Sundays) is chosen from the vast offerings of music and music styles created and sustained by Black American Artists. Emphasis is placed on genres and sub-genres that were pioneered by Black Culture (jazz, soul, blues, etc) and genres where Black artists aren't as well represented but still hold influence (rock, country, folk, etc).

All Souls Children's Choir (~15 voices for ages 5 – 8, with quarterly performances in worship. Successful leadership of this ensemble requires lesson planning, classroom management, and possible accompanying.

All Souls Junior Choir (intermediate youth choir ~15 voices for ages 9-15 with quarterly performances in worship. Successful leadership of this ensemble requires lesson planning, classroom management, and possible accompanying.

Vespers is a contemplative, Taizé style service of music, readings, and silence. **All Souls Vespers ensemble** (a pick up group of singers and instrumentalists who lead music for a monthly Wednesday evening service) leads the chanting.

Akoma @ All Souls is a partnership with West African drumming ensemble, Akoma Drummers. Under the direction of Kristen Arant, participants are introduced to a variety of West African percussion instruments and their accompanying polyrhythms and songs.



The Director of Music and Arts is the primary leader and director in 3 of these areas, and there is some flexibility in which the Director leads. The Director ensures leadership in the remaining areas and ensembles, supervising direct reports, choir section leaders, Director of Akoma @ All Souls drumming ensemble, and hired instrumentalists.

2. Lead a team of professional staff and lay leaders to hold and shape music ministry at All Souls, evaluating current offerings and envisioning the role of music within and outside the All Souls community.
3. Create and manage a music and arts program budget, including payroll submissions and check requests.
4. Host monthly music program team meetings (in-person or virtual).
5. Attend and prepare for quarterly worship planning meetings with other worship staff.
6. Coordinate with audio/visual team to adequately prepare for hybrid worship format.
7. Help write arrangements and charts for various ensembles.
8. Hire and rehearse with guest musicians/band to prepare for Sunday worship.
9. Foster and encourage strong congregational singing.
10. Organize and produce periodic musical concerts.
11. Arrange for the Rieger organ to be played from time to time; maintain organ and Boston grand piano.
12. Support staff for music-related programs and events.
13. Complete other music and administrative duties as assigned.

QUALIFICATIONS

1. **MUSICAL:** Excellent musicianship, including fluency in reading music and competency in singing and teaching in both the classical and oral tradition. Understanding of vocal technique/production and ability to teach it to others. Piano proficiency is required for this position, and strong piano skills are a bonus. Competency in music notation software (Finale, Sibelius) to create charts/lead sheets as necessary is required. Time management and ability to run an effective rehearsal are also required.
2. **ORGANIZATIONAL:** The entire All Souls staff team is highly collaborative, and regular communication with music program staff and church staff is necessary. Regular on-site presence is expected. The candidate should also be in regular communication with the music program members to share expectations, repertoire and calendar commitments. The candidate will also be responsible for managing a budget for musicians, sheet music, and equipment, and submitting payroll for the entire music and arts program. A background check will be required.
3. **SPIRITUAL/PASTORAL:** All Souls Church is a flagship church for Unitarian Universalism. It is important that candidates have an understanding of the principles of Unitarian Universalism and can program music that is in alignment with UU values, and uphold those values in all professional interactions with choristers, church staff, and congregants. Once hired, membership in the Association for UU Music Ministries is required, as is adherence to the AUUMM Code of Conduct.

COMPENSATION

All Souls is prepared for this position to be full time, compensated within the recommended UUA salary range for large congregations, \$82,400 - \$91,500 There are currently several music program searches in

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process. All Souls has flexibility to consider staff configurations in which this position could range from 30-40 hours/week, with compensation proportional.

Benefits include health insurance (currently a 90/10 split), life insurance, and long-term disability. The church also provides a 10% annual contribution to the UUA retirement plan. A professional expense budget is also provided. Support for moving expenses may be negotiated.

APPLICATION

All Souls strives to embody diversity, equity, and inclusivity (DEI) commitments in its employment practices, institutional culture, and its relationships within and outside our community. Applicants holding diverse identities and/or life experiences are warmly encouraged to apply.

Interested applicants should send a resume and cover letter to Rev. Bill Sinkford, Transitional Minister, at bsinkford@allsouls.ws no later than **Feb 1, 2024**. The position will begin in late **July 2024**.



Akoma @ All Souls



BAM Musicians during the PRYSM Concert



Fall Souls Choir



Children's Choir with Special Guests