

MINISTER OF MUSIC POSITION DESCRIPTION

Old South Church in Boston www.oldsouth.org

Summer 2017

ABOUT OLD SOUTH CHURCH: Gathered in 1669, Old South Church's musical ministry has evolved over three-and-a-half centuries. Today—throughout the year and with the support of two pipe organs, seven pianos, drums, strings, woodwinds, brass, bells, choirs and ensembles—our hearts delight in an eclectic musical reach: from European sacred canon to World Music, from Gospel to Jazz, from Sacred Harp to Bluegrass.

While we cherish a venerable past (Benjamin Franklin, Samuel Adams, Phillis Wheatley, William Billings, the first anti-slavery tract on this soil, hosting the Boston Tea Party), we are in every way engaged in the 21st century. (Yes, we are direct descendants of the Puritans, but we have loosened up a whole lot since then.) Located in the heart of Boston, we undertake our ministry at the intersections of inner city and center city, of an historic past and a wide open future. We embrace a ministry that is Open to and Affirming of LGBTQ+, multiracial, multicultural, intergenerational, and accessible to all. We nurture deep and respectful relationships with practitioners of Judaism, Islam and other faiths.

Old South Church is a progressive, congregational, Protestant Church, a member of the United Church of Christ. Because “new occasions teach new duties *and* time makes ancient good uncouth,” it is our privilege and duty to listen attentively to the voice of the Still Speaking God. We do so by engaging deeply in our ancient, sacred texts, reading the daily news with pastoral and prophetic hearts, and attending (ala Jesus) to those voices at the margins. Carved in stone over our portico are words from the Book of Revelation: “Behold, I have set before thee an open door.” It is our challenge to pry open the doors of our hearts and minds to the new wonders God is doing each day. Enough about us!

At Old South Church we are engaged in ministries of Justice, Mercy and Beauty. In our Minister of Music we are looking for someone to lead us in our ministry of Beauty ... yet Beauty ever tinged with Justice and Mercy....

MINISTER OF MUSIC: Here is what we know about our next full-time Minister of Music. First and foremost we are looking for a splendid human being for whom the church, and the church's music, are a beloved undertaking, a true calling. While not (necessarily) ordained, our Minister of Music will bring to this undertaking a pastoral heart and will cherish music makers of all sizes and abilities; will foster collaboration in the service of God and God's people; and, not least, will be an accomplished church musician: scholar, teacher and practitioner. While we assume we are looking for a skilled choral director and organist, we are open to hearing you argue a different case.

Accountability. The Minister of Music is immediately responsible to the Senior Minister. The Minister of Music meets weekly with staff colleagues (clergy, program and administrative staff) to imagine, plan, coordinate and execute our programs and ministries. We look to our Minister of Music to thoughtfully weave and integrate music that enhances and refracts the theme or text for the day. The Minister of Music works with the Music Committee (monthly) to oversee the music ministry: development, planning, personnel, management and coordination. The Minister

of Music participates in monthly meetings of the Church Council (the body charged with the church's vision and program). Most of the musical staff are directly responsible to the Minister of Music. We trust all the church's musicians to work collaboratively with each other and with the other staff and volunteers in the service of Old South's mission.

Responsibilities. Working with an array of professionals, volunteers and ages, the Minister of Music mediates the grace and presence of God through creative interpretation of the Church's musical literature; inventively and deftly introduces non-traditional musical expression in the service of praise and prayer; fosters community within the church, in the city we call home, and beyond.

The Minister of Music serves as a resource to support, inspire and coordinate the worship life of the church through congregational, choral, and instrumental music.

The Minister of Music will:

- Plan, direct, perform and/or supervise the music for all regular and special services of worship in consultation with the ministers and other musicians while exercising a pastoral approach, openness to diverse styles of music, sensitivity to the balance of familiar and unfamiliar hymns, and to an increasingly multicultural congregation. Write "Music Notes" for Festival Worship as a teaching tool.
- Maintain and build a music program that draws upon the constituencies and ensembles listed below. Encourage, engage and mentor congregational participation in the church's musical life. Recruit congregational talent for our choirs and music groups. Offer "non-performance" opportunities (e.g. hymn sings). Coordinate musical activities with other groups in the church.
- In coordination with the Music Committee prepare and administer the music budget and recruit, hire and supervise musical personnel. Arrange for music leadership during vacation and other absences.
- Develop and nurture relationships with church and music programs in the wider community, and encourage collaborative activities and events for the church and the city.
- Play weddings and funerals (additional compensation in accordance with church guidelines). We understand our Wedding Ministry as a combination of outreach, witness, evangelism and income.
- Oversee the use, care and maintenance of our musical instruments and libraries. Review and screen requests by visiting choirs and for instruments for performance and practice. Initiate improvements in and additions to the church's instruments.

Non-Administrative Responsibilities. Enjoy yourself while exploring our magnificent E. M. Skinner organ, Boston, and Old South Church and while working with a terrific staff and congregation!



INTERESTED? Send PDF CV and a Cover Letter (these are all we are asking for at this stage) addressing your fit for our position to MusicSearch@oldsouth.org. Old South Church in Boston is an equal opportunity employer and is committed to the principles of diversity and inclusion.

MORE ABOUT OLD SOUTH CHURCH'S MINISTRIES OF MUSIC

Currently, we have three worship services per week:

First Worship	Sundays at 9am	<i>informal & vibrant</i>
Festival Worship	Sundays at 11am	<i>grand & expressive</i>
Jazz Worship	Thursdays at 6pm	<i>with soul & sax</i>

Current choirs and ensembles include:

The Chancel Choir →	Festival Worship (10 professional singers + volunteers)
First Worship Choir →	First Worship (2 professional singers + volunteers)
Gospel Choir →	Jazz Worship, monthly (director + 3 professionals + volunteers)
Children's Music →	Rehearses weekly, performs on occasion
The Old South Ringers →	Festival Worship, monthly (director + volunteer ringers)
The Willie Sordillo Ensemble →	Jazz Worship (4 professionals)

Current musical staff include these part-time professionals. Choral Fellows, the Willie Sordillo Ensemble, Children's Music Leader, Associate Organist and Choir Director, Director of the Old South Ringers, First Worship pianist, Gospel Choir Director, Interim Director of the Chancel Choir.

Annual special services and performances. First Night Concerts, Meetinghouse Sunday, Hymn Festival Sunday, All Saints Sunday, Easter Sunday, Christmas Eve, Good Friday, Maundy Thursday, Ash Wednesday, Pride Morning Worship, Blessing the Marathon Athletes, MLK Sunday, and more.

Recent, additional special services: Old South is honored to be called upon to host and help to shape services and vigils that respond to current events or speak to a particular group of people. We understand these as gifts to the community and integral to our Christian witness. We have mounted such services with the American Guild of Organists, in the wake of the Pulse Nightclub massacre, to celebrate the 95th Birthday of Nelson Mandela, a special Street Requiem (for the unhoused), Scared-for-Good Halloween Concerts, ecumenical and interreligious services of thanksgiving on the days of the inaugurations of our Mayor and Governor, etc. In addition, we open our sanctuary to vigils, and toll our Great Tower Bell at times of communal mourning and peal it at times of celebration.

MINISTER OF MUSIC SEARCH COMMITTEE
Old South Church in Boston

Phil Stern (chair), Rory Razon (clerk), Bob Kosturko (choir liaison), Zoe Krohne (First Worship, Jazz Worship, children's music), Deb Washington (Moderator), Martha Schick, Sam Ou (musician), Ruth Edens, Nancy Kukulian (Deacon), John Edgerton (chaplain to the Committee), Nancy Taylor (Sr Minister). MusicSearch@oldsouth.org

Tasks and Time-line

PHASE 1.	MARCH	The Committee was approved and charged by the Church Council to undertake a search for our next Minister of Music. Committee members represent a range of Old South Church demographics. Getting to know each other. Agreeing a plan going forward on how we want to do this. We signed a Confidentiality agreement We agreed to meet weekly and laid out this time-line.
	APRIL – MAY	Listen to the Church, musicians, choir, inside musical experts, outside musical experts, and worshippers as to their thoughts. <u>Listening Session Questions:</u> <ol style="list-style-type: none">1. <i>What do you love/cherish/celebrate about the music ministry of this church?</i>2. <i>What personal qualities and characteristics are you looking for in our next Minister of Music?</i>3. <i>What are the most important aspects of the portfolio of our new Minister of Music?</i>
Phase 2.	JUNE	We collated what we heard, prayed and sat with it...then drafted the Position Description for Council approval.
	JULY	Council approved the Position Description. We are posting position; making calls and reaching out
Phase 3.	AUG – SEPT	Read resumes and cover letters
	SEPT-OCT	Follow up; phone interviews, reference checks
Phase 4.	FALL	Interview 2-3 or 3-4 candidates Bring finalist(s) back to meet church
	WINTER	Present finalist(s) to Council for vote/appointment