

San Francisco's Calvary Presbyterian Church Seeks a Director of Music Ministries

INVITATION

The members, staff and friends of historic Calvary Presbyterian Church are enthusiastic about the growth in our spiritual and music ministries and the exciting possibilities ahead. We invite you to consider joining this vibrant community and partnering with our dynamic pastoral leadership team. Calvary strives to provide high quality music, both in our services and in community outreach. A classical foundation is enriched with a variety of musical genres and various resident and guest artists, providing a base for even more growth and creativity. We seek someone with a personal Christian commitment—with a sense of call to a full-time music ministry—to build on our strong music legacy and develop new opportunities that reach across generations and into the community.

RESPONSIBILITIES:

Provide Music Ministry for Worship Services

Provide and lead the music in weekly and special worship services, illuminating the Word and inspiring the congregation; collaborate with the pastors, the resident musician, the organist and other music staff in planning worship services; support efforts to further build a Sunday evening service with music of its own.

Lead the choir and foster its musical and spiritual growth:

- direct rehearsals of the Chancel Choir, soloists and instrumentalists;
- produce and conduct at least two annual Chancel Choir concerts performing major musical works;

Educate the choir and congregation about the music selections and the many ways music enhances worship.

Create New Opportunities: Build on Church's Vision Through Music

Help develop and implement a plan with the pastors and lay officers for how music might evolve at Calvary. Examples would be:

- expanding our children's choir and incorporating music education;
- taking music out into the community in support of our mission work;
- developing musical opportunities for various sectors of the congregation and community (e.g., a youth choir, gospel choir, jazz vocal group, new instrumental ensembles, additional concerts);
- bringing new ways to enhance the worship experience with music.

We believe inspirational music will continue to be a major attraction for those considering membership.

Our highly regarded choir has been growing in recent months and we believe it and other new programs can attract even more participation.

Manage Staff and Build Relationships

Encourage innovation, enthusiasm and mutual respect among the part-time music staff (organist, resident musician, professional soloists, children's choir director, etc.) and lay staff (music librarians).

Build mutually beneficial relationships with outside music or arts groups (such as our current collaboration with the SF Academy Orchestra). Nurture connections with regional artists and educational institutions to encourage involvement in Calvary programs.

Manage Music Resources and Other Functions

Build music library and maintain music files; manage maintenance of organs and pianos; advise on major music related acquisitions and manage the music budget.

QUALIFICATIONS:

Essential qualifications:

- Degree in Music (choral, vocal, or conducting emphases preferred); familiarity with classical music history, repertoire, theory, interpretation, and lyric diction
- Extensive experience conducting choruses and instrumentalists; demonstrated ability to work with professional and non-professional singers alike
- An understanding of the liturgical year, church music and worship in the Reformed tradition
- Experience in programming church music for worship, drawing inspiration from scripture and the sermon theme, to create spiritually inspiring services
- A positive, creative personality: is good-natured, imaginative and enthusiastic; is able to attract, inspire and retain membership in an inclusive choral community and other music programs
- A collaborative spirit with strong interpersonal skills and ability to work well with the pastoral and music staff and the congregation; a flexible team player focused on building productive relationships
- Appreciation for classical music; fluency in diverse musical styles (classical/sacred, jazz, gospel, and contemporary/secular); ability to recognize and select music of high quality across genres and effectively integrate and conduct it
- Keyboard (piano) proficiency.

Desired qualifications:

- Masters or Doctorate degrees in music
- Experience conducting choral groups in multiple genres of music
- Organ proficiency is a bonus

ACCOUNTABILITY: This position reports to John Weems, who is the “Pastor and Head of Staff”

APPLICATION PROCESS:

Submissions requested by April 13, 2015, but we are open to later submissions as well. Please submit:

- CV/resume/dossier with a one page cover letter explaining why you might be the person we seek
- A list of references (three or more desired) with full title, contact information and an explanation of their professional relationship to you.

Selected candidates will be invited to send additional materials that illustrate their abilities and to interview with the search committee. They may be asked to lead the Calvary Chancel Choir in rehearsal.

Please send application materials to: musicsearch@calpres.org (preferred) or to:

Director of Music Ministries Search Committee
Calvary Presbyterian Church
Attn: John Weems
2515 Fillmore Street
San Francisco, CA 94115

COMPENSATION: Full-time salary with benefits based on education and experience; will be commensurate with comparable positions in the San Francisco Bay Area. We will also provide a study leave and expense allowance.

ABOUT CALVARY PRESBYTERIAN CHURCH:

Founded in 1854, Calvary is an open, inclusive and growing community, with people of many ages and walks of life. Worship is one of Calvary's strengths and is central to the Calvary experience. Led by a dynamic new clergy team, Calvary is changing and experimenting with ways to appeal to an increasingly diverse congregation through worship and music.

The church has had a long tradition of outstanding preaching and music in our worship services. Music in the weekly Sunday morning service incorporates the present 45-voice Chancel Choir, made up of volunteer singers, four professional soloists and an organist. Periodically, Resident Musician and trumpeter Dave Scott (classically trained) and his jazz ensemble participate separately or jointly with the Chancel Choir. Guest musicians from the San Francisco Academy Orchestra and other groups also participate regularly. A variety of music styles (classical, jazz, gospel, and some secular/popular) is included in most services, with classical music and the Chancel Choir playing a central role. The average attendance in 2014 at this service was about 340. Overall attendance across all services is up more than 20% since 2012.

The monthly Sunday evening service is more informal but still spiritual. The Dave Scott Quartet provides the music for this service (jazz, gospel, blues and other styles) and Dave collaborates with the pastoral staff to plan the music. The average attendance in 2014 at this monthly service was about 100. We are currently experimenting with a weekly frequency.

A few additional contemplative services take place throughout the year, and the Chancel Choir gives two annual classical concerts, which are performed with a professional orchestra. Sample past concerts have included works like Poulenc's "Gloria," the "Requiem" by Fauré, Lauridsen's "O Magnum Mysterium," the "Stabat Mater" by Dvořák and Bach's "St. Matthew Passion" and "St. John Passion."

The church has had a youth ensemble for many years. The current ensemble is for grade-school children and they participate occasionally in the morning and evening services. This ministry is beginning to grow and we are hoping to further expand it. There is interest in engaging our youth through music beyond choral programs, and to include youth beyond our congregation.

The excellent acoustics of the sanctuary (which seats 1,000) makes it a popular venue for concerts by many outside musical organizations, including the Philharmonia Baroque Orchestra, SF Bach Choir, SF Choral Society, SF Boys Chorus, Young Women's Choral Projects of SF and the SF Academy Orchestra. The Swain & Kates four-manual organ in the sanctuary has over 6,200 pipes in 110 ranks. There is a unique portable keyboard, connected to the main organ, which the choir director can use in rehearsals or for organ duets. The Chapel has a two-manual pipe organ. The church also has an extensive music library of traditional, sacred choral arrangements (much from the 19th century) that we would like to supplement with newer pieces.

Calvary's former long-time Director of Music, who held the role on an approximately 30-hour/week basis, passed away in 2014. We contracted a part-time Director of Music who is currently leading and conducting the Chancel Choir and planning the music for the morning services. Going forward this position will be a full-time role with broader responsibilities than the prior position.

Current membership is approximately 900 and we have three full-time ministers. The Mission of the church is to "be a welcoming community, living the Christian faith in word and action" and the congregation is focusing its mission work on helping to break the cycles of poverty in San Francisco and the world. In 2014 a poverty task force chose four "focus" partners in which we will invest substantial "time, talent and treasure" because these agencies provide needed educational, job-related, and affordable housing service to those seeking to leave poverty.