
ALL SOULS

Since 1819 - A congregation of open minds and hearts

ALL SOULS MUSIC DIRECTOR SEARCH 2014

July 7, 2014

The Position

All Souls Unitarian Church in New York City seeks a gifted and visionary musician to serve as full-time Music Director, leading its vigorous music program into a bright and meaningful future. The position offers a tremendous opportunity for artistic expression and growth.

The Music Director provides leadership of the music ministry of All Souls and is responsible for the coordination of all music in the Church. Articulation and expression of the values of the Church through music is a primary objective in that s/he is charged with building connections with the congregation and bringing music alive for the All Souls community.

First among her/his responsibilities is to work in close collaboration with the ministerial staff to ensure that the music presented as part of Sunday morning services contributes to and enhances the depth and meaning of the spiritual experience. Among the many great musical resources at All Souls is its outstanding principal choir of professionals and trained amateurs. An energetic Community Choir is likewise an important resource. Both ensembles look to the Music Director for inspiration and nurturing leadership.

Also of importance is the provision of organ and other instrumental music, both on its own and to accompany congregational singing. Ideally, the Music Director is an accomplished organist and is at the center of instrumental as well as vocal performance in the church. The church sanctuary features a recently rebuilt Holtkamp organ of 53 ranks, as well as a Steinway B piano. A second Steinway grand piano in the church social hall is used especially for summer services in July and August, which the Director coordinates with a less active role.

The Music Director provides expert insight and oversight regarding musical activity generally throughout the Church. S/he administers the music budget and oversees one full-time music support staff. The position reports directly to the Senior Minister.

Qualifications

The successful candidate will be a gifted and accomplished musician and a proven leader of stature and imagination. S/he will possess exemplary artistic ideals and great integrity, with personal values resonant with the values of the church.

S/he will be a gifted choral conductor. Given that the organ and piano will continue to play important roles in worship at All Souls, it is preferred that the Music Director also be a gifted organist and pianist.

The strongest candidate will be one who combines the above qualities and qualifications with openness, curiosity, and interest with respect to the diverse ways musical expression and spirituality can intersect.

Experience

- Significant experience in the role of Music Director, or Assistant Music Director, Choral Conductor and Organist of an active church
- Experience in planning and executing concerts of the classical repertory combining choir and instrumentalists

Education and Training

- Classical training in conducting, organ and piano
- Formal education in liturgical music
- At least a Masters degree from a program of strong reputation

How to Apply

Applications should be sent via email to ASMDapplications@gmail.com and should include: a concise cover letter, a summary of relevant education and experience, and the names of three references. The deadline for submission is September 15, 2014. Hard copy applications will not be considered.

Applications will be accepted in strict confidence.

The Church

Founded in 1819 and only five years away from its bicentennial, All Souls is a vibrant, welcoming congregation with a membership of some 1500 people. Music occupies a central position in all of its worship services as part of an exceptionally strong tradition.

All Souls is a Unitarian Universalist church. With historical roots in the Jewish and Christian traditions, Unitarian Universalism is a non-creedal religion; authority and responsibility are vested in the membership of the congregation.

Spiritual Identity

All Souls is a religious community:

- In the experience of worship, we gather to contemplate the mystery of God, interpret the wisdom of religion, and explore the insights of science. Our purpose is to awaken our sense of the sacred and renew our resolve to transform ourselves and our world.
- As human beings, we all emerge from the same Source and share the same Destiny. As a community of faith, we make shared commitments and offer mutual support. As individuals, we each bear responsibility for our own beliefs and actions.
- We practice a discipline of gratitude, by which we acknowledge our utter dependence on the people and world around us, and we practice an ethic of gratitude, by which we accept our obligation to nurture others and the world in return.

Senior Minister Galen Guengerich has been a minister of All Souls since 1993 and became senior minister in 2007. Perhaps the nation's best-known Unitarian Universalist preacher and theologian today, his recent book *God Revised: How Religion Must Evolve in a Scientific Age* explores, among other things, the changing relationship between contemporary culture and religious practice. He deeply values the central role that music plays in the practice of worship. A devoted violinist and choral singer from childhood through college, Galen is especially engaged by the challenge of making sacred choral music relevant and accessible to today's younger generations.

Music at All Souls

Music is deeply integrated into the worship services at All Souls, and the Church has traditionally enjoyed a high standard of music in both the regular Sunday services and throughout the church year. Historically, much of the musical programming for the Sunday morning services has come from the Western Canon. At the same time, the expansive spirit of Unitarian Universalism is reflected in a broad range of musical interests and tastes among the church's congregants. The Church has three choirs — the All Souls Choir which sings at two Sunday morning services from September to mid-June, as well as the very popular Community Choir and a Children's Choir that sing occasionally on Sunday morning. For thirty-seven years, All Souls has also been home to the Musica Viva concert series (described below).

The All Souls Choir currently comprises approximately thirty singers (with two to three paid professional soloists in each section, rounded out by a group of talented and dedicated auditioned volunteers). The All Souls Community Choir is open to all (members and non-members) regardless of musical training or ability. In addition to the Sunday morning services the All Souls Choir sings at special worship services on Christmas Eve with orchestra, and at Easter with accompanying instrumentalists.

The All Souls Church sanctuary itself is a buoyant, light-filled space. The choir loft, with the adjacent office, houses a three-manual tracker-action organ built by the world renowned Holtkamp Organ Company in 1989, and rebuilt by Holtkamp technicians in 2013. The organ is used in leading congregational hymns, for service preludes and postludes, and as accompaniment for the All Souls Choir. Other instruments include a modern Steinway B grand piano in the sanctuary, an electronic organ in the chapel, and another Steinway grand piano in Fellowship Hall.

Other worship opportunities at All Souls at which music is featured are the monthly All Souls at Sundown service of jazz and poetry, and The Hub, a lay-led contemporary service incorporating music from a variety of traditions. In the past, the All Souls Music Director has had limited or no involvement in either of these programs.

Religious Education, Fellowship and Social Action

There is an active Religious Education program for children at All Souls; an Adult Education program every Sunday morning in Fellowship Hall, as well as periodic lectures and forums, and numerous committees, task forces and fellowship groups, all of which may be viewed at the website www.allsoulsnyc.org. The Church is led by the Senior Minister and a cadre of dynamic, intellectual and socially conscious clergy, program staff and administrative staff comprising a total of two dozen people.

The members and friends of All Souls are proud of the congregation's wide array of social outreach programs, which include feeding the hungry at Monday Night Hospitality and Friday Soup Kitchen (about 250 per meal), and sponsoring Girl Scout and Navigator troops for children in East Harlem. All Souls finances many of its outreach programs through the Heart & Soul Charitable Fund, Inc., a separately-incorporated non-profit 501(c)(3) organization.

Salary is commensurate with experience. All Souls offers a generous benefits package. All Souls values diversity and does not discriminate against any employee or job applicant because of race, color, national origin, gender, sexual orientation, physical or mental disability, age, or veteran status.

A Note about Musica Viva

A separately incorporated 501 (C) (3) organization, Musica Viva was established in 1977 to represent the concert identity of the All Souls Choir. A Board of Directors independent from the church administration governs the organization. It conducts its own fundraising efforts separate from those of the Church and maintains a small endowment. Its founding Artistic Director is Walter Klauss, the outgoing Minister of Music at All Souls.

Musica Viva has historically produced a four-concert season in the All Souls sanctuary featuring the church choir and augmented chorally and instrumentally as required by each concert's programming. It has explored less frequently heard repertoire of the choral tradition along with canonic works such as

Carmina Burana and Mozart's *Requiem*. In addition, it has commissioned numerous works over the course of its history.

The presence of Musica Viva represents a special opportunity for the Music Director of All Souls. Over the years its performances have developed a loyal audience and have been greatly valued by choir members as an opportunity to work on expansive repertoire and hone their skills as an ensemble. It is the strong hope of the Musica Viva Board and the Church that the successful candidate will be interested in continuing the collaboration between the two organizations.

The Musica Viva website may be seen at www.musicaviva.org .