

## **St. Bartholomew's Episcopal Church, Poway, CA**

### **Job Description and Position Overview**

- Position:** Organist/Accompanist
- Hours:** Part-Time, 8-10 hours weekly
- Compensation:** Competitive hourly rate commensurate with professional experience
- Benefits:** Benefits as defined in the 2019 parish personnel policy
- Reports to:** Director of Music
- Location:** 16275 Pomerado Rd., Poway, CA 92064  
<http://stbartschurch.org/>
- Purpose:** To recruit an Organist/Accompanist to collaborate in the worship music ministry for Saint Bartholomew's Episcopal Church, in coordination with the Rector, Choirs and Musicians, Vestry and/or other team members, in a way that is consistent with our mission, values, and tradition.
- Mission:** We are called to be Disciples of Christ, revealing His Life, Love and Light to the World.
- Vision:** St. Bartholomew's Episcopal Church is a radically welcoming, inclusive faith family – sharing and teaching the love of Jesus Christ through our worship, actions and outreach – transforming ourselves and the world.
- Summary:** St. Bartholomew's Episcopal Church in Poway, California is a dynamic Christian Faith Community, within the Episcopal Diocese of San Diego. Music Ministry is a mission critical area, intended to advance mission and vision of our parish on a daily basis. Musical expression is intended to engage persons in their worship of God, participation in the Sacraments and the written Word. In addition, invite members and our neighbors to share in worship by their participation in one of our many musical ensembles. Music is an integral gift from God that is not limited to one individual or expression. The chief pastor in our church is the Rector. All clergy and staff members are extensions of such pastoral care. The Organist/Accompanist is an extension of the Rector's ministry.
- Per the Canons of the Episcopal Church and the personnel policy of the parish, any and all staff and pastoral leaders report to the Rector, or in his/her absence, the Senior Warden. This is an "at-will" employment position which means that the Organist/Accompanist may resign at any time for any reason, or no reason, and can be terminated at any time with or without cause. This "at-will" status may not be modified orally and may only be changed or modified by a written agreement executed by the Rector or Senior Warden.

**Preferred Qualifications:**

- Authentic relationship with Jesus Christ
- Professional-quality keyboard skills (Organ and Piano)
- Bachelor's degree in Music Performance
- Minimum two years' experience in church related setting
- Minimum two years' experience working with choirs and/or vocalists
- Understanding of liturgy and the role of music in worship services
- Proficiency in multiple musical genres (classical, contemporary, jazz, gospel, etc.)
- Competency with conducting and choral leadership in absence of Director of Music
- Competency with collaborating with other instruments (i.e., strings, brass, guitar, drums, etc.)
- Familiarity with Episcopal liturgy
- Ability to organize, coordinate, and motivate musicians
- Exceptional ability in team building and collaboration
- Commitment to the church's vision, leadership, and people
- Dependable, responsible, self-motivated, punctual, and creative
- Maintains membership in relevant professional organizations

**Responsibilities:**

- Provide accompaniment for weekly Thursday evening rehearsals, September through June, 7:00 pm
- Provide accompaniment for Sunday morning liturgies, 10:15 am, as directed by the Director of Music
- Provide accompaniment for additional services, including, but not limited to, Christmas Eve, Easter, Ash Wednesday, Tenebrae, Maundy Thursday, Good Friday, Evensong, Concerts, Festivals, etc., that occur outside the normal weekly schedule
- Substitute as music leader and/or choir director in Director's absence
- Lead sectional rehearsals as required
- Collaborate as part of a welcoming culture with a sense of humor and positive attitude
- Collaborate with Director of Music to plan weekly, seasonal, and special services
- Collaborate with the implementation of any new community musical services
- Participate in meetings with Director of Music, as required
- Maintain a regular prayer life with the various music ministries
- Demonstrate a Ministry of Presence by participating in the life of the parish and community
- Other duties, assigned by the Rector

**Pay and Benefits**

This is a part-time position. The successful candidate's hourly rate and benefits will be stipulated in an employment contract. Pay will be market valued for the San Diego area with use of American Guild of Organist (AGO) and Association of Anglican Musicians (AAM) guidelines; and will be commensurate with experience and education. Paid time off (PTO) is offered as per the Personnel Policy.

**Musical Equipment:**

- Three-manual Allen Renaissance Organ
- Kawai baby grand sanctuary piano
- Steinway baby grand rehearsal piano

**Application Process:**

Individuals interested in the position should submit a curriculum vitae (CV) with three professional references. An audio and/or video file demonstrating their musical talents may be included. Audio/Video files can be posted by use of an external website (i.e., YouTube) and a link included in your application materials. Applications can be sent via email to: Mr. John-Luke Addison, Director of Music, at [jladdison@stbartschurch.org](mailto:jladdison@stbartschurch.org)

**Deadline to apply is February 10, 2019 by 11:59 p.m. PST**

The position will be available as of February 2019.