



Church OF THE Epiphany

Director of Music

Church of the Epiphany — Position Description

Position: Director of Music **Supervisor:** Rector **Hours:** 15–20 hours per week

About This Role

The Director of Music is a vital ministry partner at Church of the Epiphany, collaborating with the Rector, organist, staff, choir, and congregation to shape the musical and spiritual life of the parish.

At Epiphany, we understand our common life as the cultivation of communities of worship, service, and love. Music plays a central role in this vision — forming people in prayer, deepening participation in the liturgy, and drawing the congregation more fully into the life of God.

The Director of Music will lead a music ministry that is theologically grounded, musically excellent, and spiritually invitational. Through hymnody, psalmody, and choral leadership, this role helps create worship that is participatory, prayerful, and transformative.

We are seeking a person of both professional musical skill and lived Christian faith — someone who understands music not only as performance, but as a ministry of formation, prayer, and communal life. The ideal candidate is actively engaged in their own journey of faith and can articulate how that faith shapes their approach to music and leadership.

Primary Responsibilities

Worship Planning (August–May)

- Provide all bulletin music information no later than Monday morning of each week (or as mutually agreed with the Rector)
- In partnership with the Rector, select hymns for all 10 AM services that reflect:
 - The appointed Scripture readings and liturgical season
 - The theological breadth of The Episcopal Church
 - A balance of tradition, accessibility, and congregational participation
- Select service music (Mass settings, sung prayers, Psalms, and other liturgical elements) that supports congregational engagement and prayer
- Select anthems and choral music that deepen the liturgical and theological themes of each service

- Identify and hire instrumental musicians as needed, especially for major feasts and holy days

Choir Leadership

- Lead weekly choir rehearsals with clarity, encouragement, and musical integrity
- Prepare and conduct the choir for all 10 AM services
- Prepare and conduct the choir for principal feasts and liturgies, including:
 - Christmas Eve, Epiphany, Ash Wednesday, Holy Week, Easter, Pentecost, and All Saints' Day
- Cultivate a choir culture that reflects the parish's core values:
 - Prayerful rather than performative
 - Formational rather than purely technical
 - Relational and welcoming across ages and abilities
- Coach soloists as needed and support the musical growth of all participants

Summer Season (Trinity Sunday–Labor Day)

- Plan and prepare all summer music in advance
 - Ensure continuity in musical quality and liturgical integrity during the summer months
 - Facilitate choir member support for services throughout the summer months
-

Additional Responsibilities

- Research, select, and format Responsorial Psalms for sung services
 - Maintain and organize the choral library
 - Coordinate children's musical participation in worship as appropriate
 - Schedule and host guest musicians, choirs, and ensembles
 - Coordinate logistics for visiting performers in collaboration with staff
 - Ensure spaces are left in good order following rehearsals and performances
 - Collaborate with the Organist to maintain instruments and vendor relationships
 - Manage the music budget with care and accountability
-

What We're Looking For

The ideal candidate will:

- Demonstrate a living faith in Jesus Christ and a desire to serve through the ministry of music
- Understand music as a form of prayer and Christian formation, not simply performance

- Be familiar with liturgical worship, with preference for Episcopal/Anglican tradition
 - Be able to support a vision of the church that forms people through worship, service, and love
 - Lead with a collaborative, invitational, and relational style, aligning with the parish's leadership culture
 - Connect naturally with people of all ages and backgrounds, fostering belonging and participation
 - Show strong organizational skills, reliability, and follow-through
 - Have 3–5 years of experience working with volunteer choirs
 - Be skilled in developing choral sound across varying levels of ability
 - Hold a degree in music or a related field (preferred)
-

Compensation and Application

This is a part-time position of 15–20 hours per week. Compensation will be discussed during the interview process.

Candidates are encouraged to apply promptly. To apply, please send a **cover letter**, **résumé**, and **references** to:

choirsearch@epiphanytempe.org

Church of the Epiphany is an equal opportunity employer and welcomes candidates of all backgrounds.