



FAIRMOUNT

PRESBYTERIAN Church

Artistic Director Job Description

The new position of Artistic Director (AD) at Fairmount Presbyterian Church (FPC) in Cleveland Heights, Ohio, will be responsible for developing and managing a dynamic, multi-faceted music program. FPC is a 100 year-old congregation with 750 members that seeks to be authentic, generous, inclusive, innovative and relevant in our worship, study, and service. FPC has a long history of a dynamic music ministry that serves both the community and the congregation.

The leadership of the church recently announced the expansion of Fairmount's music ministry to ensure all who experience the ministries and missions of the church are inspired by the gift of sacred music. This expansion will be defined by a commitment to a more diverse offering of music - in all areas of church life - that holds to the best of our tradition, while expanding the circle of music that is considered sacred. This vision is built on the belief that music is an essential component to an active and vibrant faith.

As such, the AD will ensure an inspiring and diverse musical experience in congregational worship, faith formation activities and community-wide events. Working with resources in the congregation and the larger community of Cleveland, the AD will work within multiple music genres, actively recruiting members and local musicians to share their gifts in a variety of settings.

Specific Responsibilities:

- Plan and prepare the music for all worship services, in collaboration with Program Staff, incorporating a regular diversity of genres, styles, and instrumentation.
- Collaborate with Program Staff to ensure music supports broader worship themes .
- Direct adult choir and supervise direction of hand bell choir, children's choir, ensembles, and instrumentalists.
- Supervise the part-time Organist/Pianist.
- Provide spiritual leadership to volunteers, providing coaching and support that will enhance their music skills and deepen their faith.
- Serve as administrator of the music and fine arts program including budget development and oversight, personnel management, and maintenance of musical instruments.
- Select music that is theologically appropriate and encourages the use of inclusive language in all performances.
- Organize and expand the music library, ensuring all copyright permissions.

- Networks with colleagues, local musicians, and local institutions to incorporate outside groups into the music ministry.
- Provide or ensure music staff support for councils, collaborating on projects with other boards and ministries, attending Council Night on regular basis.
- Develop future music programs inclusive of, but not limited to: additional choirs, youth choir, in-house ensembles, concert series.
- Schedules rehearsals, retreats, and continuing education as appropriate for each choir/ensemble.

Skills/qualifications:

- Experience in and a love for music from a wide variety of cultures, faith traditions, and musical styles and genres.
- An advanced degree in music or related field.
- Proficiency and experience in choral and instrumental direction, with a minimum of three years of experience with choral conducting and experience in sacred conducting.
- Experience in recruiting, teaching, and encouraging musicians of varied abilities.
- Ability to work independently and as a part of team to accomplish both routine tasks and special projects/events, performing tasks in a manner consistent with standards of professional practice (including but not limited to) confidentiality, strong work ethic, self-directed work activities, conflict management, and good communication.
- Proficiency and experience in playing either organ and piano accompaniment preferred.

Classification: Program Staff, Salaried, Part-time (30 hours)

Accountability: Senior Pastor

Work Schedule:

- Weekend: Sunday mornings, and other times as required
- Weekday: Flexible schedule, with required attendance for weekly staff meetings, program staff meetings, evening choir rehearsal (currently Thursday) monthly Council Night (3rd Wednesday)

Total Compensation: Competitive salary, with benefits

To apply: Email cover letter, resumé, and names of three references (two must be work or skill related) to the Rev. Derek Starr Redwine at dredwine@fpccl.org.