



Job Title: Part-Time Music Director (20 hours/week) Carlsbad, CA

Position Overview

The Church Music Director provides leadership, vision, and coordination for all aspects of the church's music ministry. This individual collaborates with clergy and lay leaders to create meaningful, inclusive, and inspiring worship experiences that reflect the congregation's progressive theology and diverse musical traditions. The role includes the opportunity to develop and lead a member choir or vocal ensemble, depending on congregational interest and participation.

Key Responsibilities

Worship Planning & Leadership

- Collaborate with the pastor and worship planning team to design and implement music for weekly services and special events
- Select music that reflects progressive theology and resonates with the congregation
- Lead congregational singing and provide musical direction during services
- Serve as primary accompanist (piano) or coordinate accompaniment as needed

Music Ministry Development

- Develop and articulate a vision for a vibrant, inclusive music ministry
- Draw from a variety of traditions (e.g., traditional UCC hymns, contemporary spiritual music, and popular music) to enrich worship
- Assess and respond to the musical needs, interests, and gifts of the congregation
- Explore and implement opportunities for expanding musical participation, including the formation of a member choir or vocal ensemble

Volunteer & Ensemble Leadership

- Recruit, develop, and support volunteer musicians and singers

- Provide coaching, encouragement, and constructive feedback to improve musical participation and performance
- Organize and direct a member choir and/or vocal ensemble as interest and capacity allow, including planning and leading rehearsals
- Foster a welcoming environment for participants of varying skill levels

Collaboration & Community Engagement

- Build strong, collaborative relationships with church members and leadership
- Identify and engage community musicians and resources to enhance the music program
- Communicate effectively with multiple stakeholders and groups within the church

Administration & Planning

- Plan rehearsals, schedules, and music selections in an organized and timely manner
- Coordinate logistics for music in worship services and special events
- Maintain music library and related resources

Qualifications

- Knowledge & Experience
- Understanding of progressive theology and its expression in worship music
- Familiarity with a range of musical styles, including traditional hymns, contemporary spirituals, and popular music
- Prior experience as a church music director or in a similar leadership role preferred
- Experience directing choirs or vocal ensembles preferred

Skills

- Proficiency in piano and ability to accompany congregational singing
- Strong teaching and coaching ability for singers and instrumentalists of varying skill levels
- Ability to collaborate effectively with clergy and worship teams
- Organizational and planning skills; ability to manage multiple responsibilities
- Clear and effective communication skills

Personal Qualities

- Collaborative, flexible, and approachable
- Creative and adaptable in a dynamic church environment
- Resourceful in identifying talent and opportunities within and beyond the congregation
- Passionate about building and sustaining a meaningful music ministry
- Committed to consistency and longevity in the role
- Encouraging presence who can invite and support participation from individuals of all experience levels

Time Commitment & Compensation

- Approximately 20 hours per week, including Sunday services, rehearsals, planning time, and meetings
- Compensation commensurate with experience (range: X,000 – X,000/per month)

TO APPLY:

Please submit a resume and a brief statement describing your approach to music ministry in a progressive church setting to info@pilgrimucc.org and our Search Team will get back to you shortly.

Thanks for your interest!