

THE CATHEDRAL CHURCH OF ST MICHAEL AND ALL ANGELS, Kelowna BC
Diocese of Kootenay, Anglican Church of Canada

Music Director and Organist | Job Description

December 2023

Overview

The Music Director is an active participant in the life of the Cathedral community, whose musical talent and leadership skills will engage and encourage the musical gifts and abilities of people in and beyond the Cathedral congregation. The Music Director facilitates expression of these gifts in both worship and educational settings – selecting, preparing, and leading music in the context of the Anglican tradition, and drawing on both traditional and modern sources suitable to the skills and interests of the choir, musicians, and congregation.

Hours

25 hours/week

Salary and Benefits

As per the Royal Canadian College of Organists (RCCO) [table of recommended salaries](#).
Group Benefits under the Diocese of Kootenay are through [Manulife Financial](#).

Responsibilities

- Playing organ and piano and providing music for the 10:00 am Sunday service and for various services throughout the liturgical year.
 - Extra services such as funerals and weddings are essential aspects of congregational life, for which the Music Director will be given right of first refusal and compensated directly as part of the event arrangements.
- Conducting, training, rehearsing, recruiting, and supervising the Cathedral Choir, the Khoros Women's Choir, and other musical groups as appropriate.
 - Recruiting, auditioning, and managing the Choral Scholars program, which supports up to four student singers from the wider community each year.
- Planning music, in consultation with the Dean of the Cathedral – and others as appropriate (e.g., a “hymn selection group”, as described below) – for the liturgical cycle and its attendant musical emphases in order to foster the worship life of the congregation.
 - Working in a team relationship with other clergy and staff, key volunteers, and clergy Honorary Assistants.

- Recruiting and supporting additional volunteer leaders and participants in music; seeking to cultivate and support the participation of additional musicians to complement and expand the musical reach of the Cathedral.
 - Potentially, supporting music programs for children and youth in and beyond the church.
- Arranging for regular care and tuning of instruments; purchasing and organizing music; maintaining music licenses and ensuring compliance with copyright.
- Advising the St. Cecilia Guild in its supportive role to musical events held at the Cathedral.
- Serving as a liaison for outside groups using the facility for musical events in conjunction with the Cathedral's Events and Rentals Coordinator.

Skills and Experience

The ideal candidate will bring:

- Knowledge of Anglican liturgical form and experience as a music leader in the church.
- Education: an undergraduate degree in music and/or ARCT, ARCCO or higher.
- Demonstrated excellence in playing organ, piano, and in choral conducting; experience with additional instruments an asset.
- Proficiency in music publishing software: e.g., [MuseScore](#), [Sibelius](#), [Finale](#).
- Demonstrated ability to train singers, direct choirs, and work collaboratively with other leaders and artists.
- Excellent organizational, time management, and communication skills.
- Ability to articulate a clear vision for the place of music and the arts relative to the mission of the church in the world.
- Demonstrated skill in fostering an open, affirming, and supportive community through the use of music and the performing arts in a church context.
- Ability to access a variety of musical and artistic resources in diverse styles.
- Familiarity with and support for the mission and ethos of the Anglican Church of Canada as expressed by the Diocese of Kootenay (www.kootenayanglican.ca) and the Cathedral Church of St. Michael and All Angels (www.stmichaelscathedral.ca)

Parameters

This position is established in accordance with Canons 10.16.f and 10.21¹ of the Diocese of Kootenay. The Music Director is engaged by and responsible to the Church Council of St. Michael and All Angels Cathedral and will consult with the Dean for preparation of worship and other events involving the musical life of the congregation. The Music Director will be integral to the decisions and planning of the staff team.

Safe Church: This position is deemed to be high risk and all screening requirements will apply (signed declaration, references, Criminal Record Check with a Vulnerable Sector Check).

¹ 10.16.f: The Church Council shall “appoint and set the terms of employment of all lay persons employed by the Congregation. . . .”; 10.21: “The Incumbent shall be primarily responsible for the music of the Congregation in consultation with the Wardens and the Church Council.”

Funerals and weddings when they occur at an additional income of a minimum of \$150 each (increasing according to any complexities of the service that require additional preparation).

Four weeks of paid vacation plus two additional Sundays per year to be taken at a time agreed upon with the Dean.

Time-in-lieu may be accrued and used with the prior authorization of the Dean.

Parish resources such as the organ, piano, and office may be utilized (as mutually agreed with the Dean and Churchwardens) for earning additional income.

An initial review will be conducted after six months, followed by annual reviews as an opportunity for mutually beneficial feedback and communication.

Program Overview

The Cathedral Church of St. Michael and All Angels in Kelowna, BC is a lively and inclusive faith community of the Diocese of Kootenay in the Anglican Church of Canada. The Cathedral congregation offers hospitality and service in the neighbourhood and in connection to the wider community through partnerships with and connections to other churches and organizations, and seeks to be a place for faithful and thoughtful engagement in the city through the arts and via engagement with speakers on a variety of topics.

On Sundays approximately 110 people gather for worship across two services: 8:00am and 10:00am. The 10:00am service is a choral service of Holy Communion.

The Cathedral seeks to incorporate a variety of musical styles and instrumentation, with the core instruments being organ and piano. The organ console is a mixed media Rodgers console (the organ pipes are not in use; restoring them to use would require extensive rehabilitation work). The piano is a 7' Yamaha Concert Grand. A rehearsal piano is also available.

Music for church services is chosen in consultation with the Dean as chief liturgical officer for the church (on behalf of the Bishop). In addition, for a number of years a Hymn Selection Group led by the Music Director has invited and involved a few additional members of the choir in a consultative role in the selection of music.

The main hymnal is *Common Praise* (Anglican Church of Canada, 1998), supplemented increasingly from its recently published companion *Sing a New Creation* (Church Publishing, 2022), as well as other resources including *Hymns Ancient and Modern* (Church of England), *Voices United* (United Church); the *Lutheran Book of Worship*; *Gather* (Roman Catholic); and John Bell and the Iona Community.

Additional music is chosen from both modern and classical repertoires. The Music Director is also free to select appropriate music from other sources.

Cathedral Choir: the Cathedral Choir is a four-part harmony mixed group that leads congregational music (accompanied by organ or piano), The Choir regularly sings a post-communion anthem during the service, and occasionally sings for special events and memorial services. Rehearsals are Thursday evenings from 7:00 – 9:00pm.

Khoros Women's Choir: Khoros is a group of women who enjoy singing an eclectic repertoire, usually in three parts, either a cappella or accompanied by piano, guitar, woodwinds, or percussion instruments. Currently, Khoros sings a gathering song or motet during Sunday worship once/month; members have occasionally performed at weddings and community events.

St. Cecilia Guild: The Guild was recognized and ratified by Cathedral Council in 2015 as an arm of the Cathedral that supports the St. Michael's music program within the Cathedral and wider community. The Guild is currently in a time of re-visioning its scope.

Soloists and Instrumentalists: from time-to-time (and especially at Christmas and Easter) parishioners offer their musical gifts (such as voice, trumpet, flute, clarinet) during worship. There is also a small budget for the hiring of instrumentalists for feast days and special occasions.

Tone Chimes: Tone Chimes are currently used on occasion as accompaniment during the Sanctus and Benedictus. In the past these have been used as accompaniment to hymns, as part of a children's choir, and by a dedicated Tone Chimes group.

Applicants

Inquiries and applications may be sent to the Cathedral Dean, the Very Rev'd David Tiessen by email at dean@stmichaelscathedral.ca

Assistance with moving expenses will be available.

The application deadline has been extended through **February 19, 2024** and will be reviewed by the Music Director Selection Committee thereafter.