

Director of Music Ministries & Organist

St. Clement's by-the-Sea Episcopal Church – San Clemente, California

St. Clement's by-the-Sea is a vibrant Episcopal parish located in the beautiful coastal community of San Clemente, California. Founded in 1929 and recognized as the city's first historic site, our church reflects a classic Mission-style architecture and a deeply rooted tradition of worship, outreach, and radical welcome. As we affirm on the cover of our bulletins and in other places on our campus: *"This church of ours is open to all...there will be no outcasts"*ⁱ

With an average Sunday attendance of approximately 150, the parish offers three weekly services:

- **8:00 a.m.** – Spoken Rite with reflective instrumental music
- **10:00 a.m.** – Principal Choral Eucharist (English)
- **12:00 p.m.** – Spanish-language service (music led separately by adjunct musicians)

Music plays a central role in the worship life of St. Clement's, particularly at the 10:00 a.m. service, where we celebrate both classical Anglican repertoire and thoughtfully selected modern sacred works. The parish also supports a growing music ministry that includes occasional concerts, special liturgies, and a monthly Taizé service (music led by adjunct professionals).

Position Summary

The Director of Music Ministries is a part-time staff position responsible for the artistic, liturgical, and administrative leadership of music at St. Clement's. Working collaboratively with the Rector, this individual will shape a music program that supports Episcopal liturgy, enriches congregational singing, and inspires spiritual engagement.

Primary Responsibilities

Liturgical Music Leadership

- Plan and lead music for the **10:00 a.m. principal Sunday service**, including hymns, service music, anthems, and voluntaries, in coordination with the Rector
- Provide **instrumental music for the 8:00 a.m. service** (at offertory and Communion)
- Play organ and/or piano for all assigned services and special liturgies (e.g., Christmas, Holy Week, Easter, and other Feast Days)
- Select music consistent with the Episcopal tradition, liturgical calendar, and the parish's inclusive theology

Choir Direction

- Direct and develop a volunteer choir supported by paid section leaders
- Lead **weekly choir rehearsals** (currently on Sundays)
- Foster a welcoming, engaging, and musically rewarding environment for singers of varying skill levels
- Recruit, mentor, and retain choir members and section leaders

Program Development & Special Music

- Coordinate and contract guest musicians for major services (e.g., brass for Easter, strings for Christmas, Irish musicians for our annual Celtic Sunday)
- Support and collaborate on parish music offerings such as concerts and special services (e.g., Taizé, seasonal programs)
- Collaborate with parish staff and volunteers on the youth Christmas music program

Pastoral & Parish Life Support

- Provide or coordinate music for **weddings, funerals, and other special services** (additional compensation provided)
- Serve as a visible and engaged member of parish life, supporting the spiritual and communal mission of the church

Administration & Operations

- Manage the music ministry budget in consultation with the Rector
- Arrange for qualified substitute musicians when absent
- Maintain regular communication with clergy, staff, and parishioners
- Oversee the care and appropriate use of musical instruments

Instruments & Resources

- Galanti Chronicler III organ (53-stop rocker console, installed 2002)
 - Factory restored 1914 Blüthner grand piano
 - Four octaves of handbells
 - Choral library of classical and modern anthems
 - Volunteer choir with professional section leaders and skilled parish musicians
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Qualifications & Attributes

- Bachelor's or Master's degree in Music (performance, sacred music, or related field preferred)
 - Demonstrated proficiency in **organ and piano performance**
 - Familiarity with **Episcopal liturgy, Anglican hymnody, and sacred choral repertoire**
 - Experience directing choirs, including volunteer ensembles
 - Strong organizational, communication, and leadership skills
 - Ability to collaborate effectively with clergy, staff, and volunteers
 - Creative, flexible, and responsive to the needs of a dynamic parish
 - Comfort working within an **inclusive, theologically progressive Episcopal community**
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Compensation

- Salary range: **\$40,000–\$42,000 annually**, commensurate with experience
 - Part-time position; no benefits included
 - Additional compensation provided for weddings, funerals, and special services
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To Apply

Please submit a resume and cover letter to:

Director of Music Ministries Search Committee

St. Clement's by-the-Sea Episcopal Church

MusicDirectorSearch@scbythesea.org

ⁱ The Most Rev. Edmund Browning, Emeritus Presiding Bishop of the Episcopal Church