



Unitarian Church of Montpelier
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ucmvt.org

*We welcome all
as we build a loving community
to nurture each person's spiritual journey,
serve human need,
and protect the earth, our home.*

Pianist/Accompanist Job Posting

February 28, 2025

SUMMARY

Working with the Director of Music, the Pianist/Accompanist will provide piano and organ music in a wide range of styles, and accompany the choir, in support of our Sunday worship services. The ideal candidate will be a creative, well-rounded, collaborative musician who supports Unitarian Universalist values such as love, justice, equity, generosity and interdependence.

Reports to: Music Director

Status: Non-exempt, Part-time, 0.25 FTE (10 hrs/week, 10 months/year, August 15-June 15)

Start Date: August 15, 2025

Work Schedule: This position will require work on most Sunday mornings, Thursday evenings for choir practice and attendance at the Wednesday worship meeting. Schedule is flexible beyond that. This position may take four Sundays off/year (planned in advance with Music Director), in addition to any Sundays otherwise given off to staff.

ESSENTIAL FUNCTIONS

- Collaborates with the Music Director and Minister to plan and create the musical elements of worship services.
- Will take the lead in planning and overseeing the musical offerings at four services a year when the Music Director is not present.
- For additional services when the Music Director is not present, oversees musical offerings at services, e.g. coordination with guest musicians, overseeing sound checks, etc.
- Chooses music for preludes and postludes in collaboration with the worship team.
- Prepares and performs music during the church service, which may include Prelude, Postlude, Hymns, Sung Responses, Children's Parting Song and Choir Anthem.
- In collaboration with the Music Director, accompanies the choir rehearsals, and leads rehearsals in the Director's absence.
- Provides a diverse selection of music in keeping with UUA values and the church mission, including regular selections on the organ.
- Accompanies and supports musicians of all ages from the congregation, including assisting with musical performances by children and youth.

- Recruits guest musicians as necessary for a variety of musical pieces during church services.
- Participates in weekly worship planning meetings.
- Participates in monthly service planning meetings as able.
- Attends annual AUUMM (Association of Unitarian Universalist Music Ministries) conference if possible, using professional development funds available in the music budget.

OTHER RESPONSIBILITIES

- Collaborates with the Music Director to maintain the church's pianos and organ.
- Develops basic understanding of AV system and microphone usage, in order to assist guest musicians in Music Director's absence.
- Occasionally plays for special church-related events such as memorial services, as available, for additional compensation.

CORE COMPETENCIES

- **Mission Ownership:** Demonstrates understanding and support of the mission and values of the Unitarian Church of Montpelier. Works toward the achievement of the mission and supports those involved in all aspects of the music program to do the same.
- **Worship Collaboration:** Collaborates effectively to support relevant and inspiring worship.
- **Interpersonal Skills:** Demonstrates ability to work with a variety of people. Able to effectively communicate musical ideas. Demonstrates the skills of active listening and acceptance of critical feedback. Productively engages others and resolves conflict. Engages people positively with a spirit of generosity.
- **Creativity and Innovation:** An interest in offering one's own creativity in service of a worship experience. Generates new ideas. Takes acceptable risks in pursuit of innovation. Learns from mistakes. Has good judgment about which creative ideas and suggestions will work.
- **Anti-racism and Multicultural Leadership:** Holds a commitment to anti-racist practices that foster a multicultural environment. Strives to follow practices of cultural appreciation rather than cultural appropriation especially as it relates to music and worship offerings. Is open to continual self-reflection, learning, and growth in this area and encourages this attitude within UCM's music and worship program.

MINIMUM QUALIFICATIONS

Skills/Knowledge

- Skilled and fluent in piano performance in a wide variety of both classical and popular musical styles.
- Demonstrated competence and experience accompanying and collaborating with other musicians.
- Able to create basic accompaniments in different styles using chords only.
- Strong sight-reading ability.

Experience

- Some experience playing a pipe organ, or eagerness to learn. (Professional development funds may be available if needed.)
- Experience accompanying a choir is strongly recommended.

COMPENSATION

Total annual compensation up to \$9,605.20 commensurate with experience (based on hourly rate of up to \$21.83/hour for 10 hrs/wk for 10 months).

The position includes paid leave time (sick, vacation, and personal) according to the UCM Personnel Policies. All UCM employees may enroll in UUA insurance and retirement plans.

HOW TO APPLY

To apply, please send the following items to ucm.apply@gmail.com with the subject “Pianist/ Accompanist.”

- A cover letter explaining your motivation to apply, interest in the position, and relevant skills and experience
- Resume
- Digital file or link to performance recording
- Two professional references

Applications are due by close of business on **Friday, April 4** and will be accepted until the position is filled.

The Unitarian Church of Montpelier is an equal opportunity employer. We encourage applications from people of all genders, people of color and other members of underrepresented groups who will contribute to the diversity of our staff.

www.ucmvt.org