Unitarian Universalist Fellowship of Santa Cruz County

6401 Freedom Boulevard, Aptos, CA 95003
(831) 684-0506

Music Director & Accompanist Job Description

Approved by the Board of Trustees, November 23, 2025

Position Title: Music Director and Accompanist
Supervisor: Minister
Location: Unitarian Universalist Fellowship of Santa Cruz County, 6401 Freedom Blvd, Aptos, California
Position Type: Nonexempt/hourly
Hours and schedule: 10 hours per week, one Sunday off per month. This is an 11-month position with July off (unpaid).
Pay Range: $28.41 to $30.58 per hour commensurate with experience (based on Unitarian Universalist Association Fair Compensation Guidelines).
Targeted start date: February 1, 2026

Position Purpose and Description

The Unitarian Universalist Fellowship of Santa Cruz County (UUFSCC) seeks a creative, collaborative and spiritually grounded quarter-time Music Director to lead and grow our music ministry into its next chapter. Our ideal candidate will be an accomplished pianist, accompanist and choir conductor that honors and draws from diverse musical traditions and styles, and shares our commitment to build a multicultural, multigenerational beloved community. We are looking for someone who approaches music leadership with an awareness and dedication to equity, inclusion and respect. The successful candidate will join a community centered in love, committed to justice, and eager to explore how music can deepen our spiritual journey together.

Essential Functions

- Work closely with the Minister, guest ministers, guest speakers and Worship Team to select and provide music, hymns and songs that will support and enhance monthly themes and service topics.
- Lead and accompany congregational hymns and provide additional music (featured pieces, interludes and underscoring) for the service.
- Direct and accompany the choir or small ensembles in rehearsals, worship services and occasional special events. Provide opportunities for skill-building.
- Create a welcoming, compassionate choir community and foster a judgment-free environment for singers and musicians of diverse aptitudes and experience levels. Recruit and welcome new choir members year-round.
- Help plan the music for non-choir Sundays and the Music Director's Sundays off. Options could include music provided by congregants with musical skills, guest musicians, or other innovative options. Hire guest musicians as needed.
- Collaborate with AV Tech on technical needs for music.
- Attend monthly Worship Team meetings (on Zoom) and bi-annual planning retreats (in person).
- Maintain the church instruments and music library.
- In consultation with the Minister, prepare and manage the annual music budget.

- Maintain membership in Association for Unitarian Universalist Music Ministries (AUUMM)and uphold the AUUMM Code of Professional Practice (Professional expenses will be provided for this purpose).

Qualifications

Skills/Knowledge/Physical Requirements:

- Ability to read music (treble/bass clef, SATB/Soprano, Alto, Tenor and Bass scores).
- Proficiency playing piano or keyboard.
- Ability to teach the necessary elements and parts (SATB) of a song or hymn.
- Ability to instruct volunteers in the basics of helpful and healthy vocal technique.
- Proficiency directing a choir and/or congregation while also being the accompanist.
- Excellent organization, communication, and interpersonal skills.

Preferred Attributes:

- Vocal skills as a soloist as well as song-leader.
- Knowledge and comfort using group email, Google Docs, shared spreadsheets and Zoom.
- Technical knowledge of basic sound systems, microphones and keyboards.

Experience/Education:

- A combination of education and experience that fulfills the essential functions and qualifications outlined above.
- Experience in managing a music program and budget (or comparable experience).

Working Conditions / Location

- Collaboration with those involved in Sunday service planning will most often occur by phone, email or zoom.
- Choir rehearsals and Sunday service music will occur at our Fellowship campus in Aptos, California.
- Music planning, rehearsal and direction of the Christmas Eve service is expected.
- There is also the opportunity to lead music at local parades and events such as the Pride Parade and/or MLK Peace Parade in nearby communities (Santa Cruz or Watsonville). As we explore multigenerational community building activities, we anticipate that other opportunities for music leadership may develop.

Compensation and Benefits

- Quarter-time position. Nonexempt/hourly, 10 hours per week, $28.41 to $30.58 per hour commensurate with experience (based on Unitarian Universalist Association Fair Compensation Guidelines). One Sunday off per month, 11 months (July off/unpaid)
- Professional discretionary fund (10% of salary). This can accrue for up to two years, as AUUMM conference in-person participation is encouraged.
- Hours can be flexed and authorized for attendance at AUUMM conference in July.
- Music Fund to cover guest musicians, instrument repairs, purchasing scores, virtual hymnal subscription, license fees for streaming, etc.
- Paid sick leave per California law.

***While it is not required or expected that an employee of the church identifies as a Unitarian Universalist, all UUFSCC staff members are expected to perform their job duties in accordance with the Unitarian Universalist Association's values and principles, and our UUFSCC mission.*

How to Apply

- Send an email with the subject "Music Director Application" with your cover letter and resume to **admin@uufscc.org**. Please address our list of required and preferred qualifications, experience and education.
- Targeted position start date is February 1, 2026. Applications accepted until the position is filled.
- Candidates who successfully complete the interview process will be invited to participate in an audition and a mini-choral rehearsal encompassing accompaniment and directing.

UUFSCC is committed to developing a diverse and talented staff team. People with disabilities, people of color, indigenous people, Hispanic/Latinx, and LGBTQ candidates are encouraged to apply. **We strongly encourage you to apply even if you don't believe you meet every qualification described here.**