



# St. Stephen's Episcopal Church

## Director of Music

St. Stephen's Episcopal Church in Richmond, Va., is seeking an outstanding, versatile music professional to serve as Director of Music. The largest church in the Diocese of Virginia, St. Stephen's enjoys a long tradition of musical excellence and a history of liturgical innovation. Five services each Sunday (two in the summer) feature music as a central component of worship, each with a distinctive atmosphere: traditional and resonant Anglican liturgy in the morning (alongside a concurrent and substantive liturgy for children and families), a contemplative Celtic Eucharist in the early evening, and a candlelit, entirely sung Compline service at 8:00 p.m. (August through May). Altogether, these services enjoy an average weekly in-person worship attendance of approximately 800, with 350 more joining online.

These diverse worship offerings require skill and interest in a wide variety of musical disciplines and offer opportunities to work with talented colleagues, choirs, and instrumentalists. The Director reports to the Rector and will work alongside a full-time Associate Director of Music, herself an accomplished organist, and a part-time choir director who takes the lead on bulletin preparation, payroll, and other select administrative tasks. Interested candidates should welcome the opportunity to work on a dynamic team in collaborative music-making. We seek a colleague who is committed to being a leader and supporter of all facets of our vibrant music ministry.

This position is full-time. The salary is in the range of \$85,000 - \$100,000, commensurate with education and experience, with generous retirement and life insurance benefits according to the standards of the Church Pension Group. Health insurance is provided, with an employee contribution of 10 percent of the annual premium for individual coverage, 20 percent of the premium for spousal (or plus one) coverage, and 30 percent of the premium for family coverage. Other benefits include annual paid leave and a continuing education allowance.

A minimum of five years of experience in church musical leadership is expected, along with a high level of organ performance in solo repertoire, choral accompaniment, and congregational hymnody. Experience and training in choral conducting is an additional expectation, and experience with children's choirs and the Royal School of Church Music curriculum is beneficial. Familiarity with Excel and music notation software is also helpful. Candidates should demonstrate strong organizational and communications skills and a commitment to our shared mission as a community of hospitality, healing and hope.

Duties include the following, in conjunction with other duties as assigned:

- Manage and coordinate with the music staff and network of musical professionals, cultivating a spirit of collaboration, creativity, and meaningful ministry.

- In coordination with the choir director, share in the leadership of the St. Stephen's Choir, a large adult choir of auditioned volunteers and eight staff singers, which sings for two Sunday morning services (one in the summer).
- Prepare repertoire and lead the conducting of Sanctuary, a mostly professional *a cappella* choir that sings (August through May) for a popular Sunday night sung Compline service, referred to by local media as "a sound bath for the soul."
- Work closely with the Associate Director of Music to lead and foster the growth of the St. Stephen's Choristers program, using the RSCM curriculum. This choir, reformed after the pandemic and now more than a dozen members strong, sings in both main church services and the children's/family service in Palmer Hall.
- Share in the planning and leadership of the weekly Celtic Eucharist, an evening candlelit service featuring a cantor and instrumentalists with piano accompaniment. This service, launched in 2006, is nationally known for its beauty and innovation.
- Lead the shared planning of musical selections for worship services, in coordination with the music staff and the liturgy team (clergy and other program staff).
- Accompany choirs in services and rehearsals, play the organ for weddings and funerals as assigned, and attend weekly staff and liturgy meetings.
- Support the ministry of the growing handbell choir and its part-time director.
- Develop and oversee the departmental budget and assist in managing multiple music libraries and the maintenance of our 1951 Aeolian-Skinner organ (expanded in 1968 and restored in 2004 and 2016), two Steinway pianos, and Taskin-style harpsichord.
- Plan, promote, and manage seasonal concerts and special events, currently including an Advent concert, an Epiphany service of Lessons and Carols, a Lenten concert, a Good Friday concert and a late spring musical gala that doubles as a fundraiser.
- Invite and coordinate with guest artists and ensembles from the city and region for periodic concerts and musical offerings. Recent examples include hosting the Belvedere Series in Richmond and a concert by the Duke Chapel Choir. This is an area for further growth and development in the future.
- Assist in planning occasional choral pilgrimages or concert tours as desired, with accompanying fundraisers. Most recently, our choristers and adult choirs embarked on a 2024 pilgrimage featuring residencies at three English cathedrals.

Interested candidates should send a cover letter, resume, and list of references to Mary Feldman, Executive Assistant to the Rector, at [mfeldman@ststephensrva.org](mailto:mfeldman@ststephensrva.org). The target deadline for submissions is August 6, 2025. Please also provide links to recent recordings of one or more examples of each of the following:

- Choral conducting (video recording requested)
- Choral accompaniment (video recording preferred, but not mandatory)
- Hymn playing – congregational, not festival (video preferred, but not mandatory)
- Organ repertoire (video preferred, but not mandatory)

To learn more about the various worship offerings at St. Stephen's, and to access archived videos of those services, please visit the following links: <https://ststephensrva.org/worship-services> and <https://ststephensrva.org/sermons>. To read more about the music ministry, including further descriptions of the choirs, rehearsal schedules, and information about the organ, please see <https://ststephensrva.org/music>.