

Director of Music

First Presbyterian Church (FPC) – Rochester, MN

Full-time | Exempt

First Presbyterian Church (FPC) seeks a Director of Music to serve as a key leader in the church's worshiping life. This position supports the proclamation of the Word and the celebration of the Sacraments through music that is faithful, thoughtful, and accessible. Working collaboratively with pastoral staff, worship leaders, musicians, and volunteers, the Director of Music helps shape worship that gives glory to God and nurtures the spiritual life of the congregation.

About First Presbyterian Church (FPC)

Founded in 1861 by the Reverend Sheldon Jackson, First Presbyterian Church (FPC) is a welcoming Presbyterian Church (U.S.A.) congregation in Rochester, Minnesota, located just blocks from the Mayo Clinic. Rooted in the Reformed tradition, FPC values meaningful worship, strong community life, and collaboration among clergy, staff, musicians, and lay leaders. Music is central to the congregation's shared life and plays a vital role in bringing people together across generations and seasons of worship. To learn more, visit our website at <http://fpcrochester.org>

Position Overview

The Director of Music is responsible for planning, coordinating, and leading all musical aspects of worship throughout the liturgical year, including Sunday services, evening rehearsals, and seasonal observances such as Advent, Christmas, Lent, Holy Week, and Easter. This is a full-time position with variable weekly hours and additional commitments during major church seasons.

Key Responsibilities

- Plan and coordinate all aspects of the church's music program for regular and special worship services in collaboration with the Pastor, Music Assistants, and the Worship & Music Committee.
- Provide organ and/or piano music for worship services, including weddings and funerals, or arrange for qualified substitutes as needed (honoraria for weddings and funerals are paid separately).
- Select music that reflects theological depth, musical excellence, and inclusive language, drawing from a variety of styles appropriate to the congregation and Reformed tradition.

- Direct and develop all vocal and handbell choirs, including recruitment, rehearsal leadership, and the formation of new ensembles as appropriate.
- Oversee the music budget, church-owned instruments, and music library, ensuring responsible stewardship and copyright compliance.
- Participate fully in staff life and support the broader mission and ministry of First Presbyterian Church.
- Serve as an advisor to the Festival of Music and First Players (Sponsored Youth Band).

Qualifications

- Demonstrated experience in church music leadership (required).
- Degree in music, sacred music, or a related field (strongly preferred).
- Strong proficiency as an organist and pianist.
- Demonstrated ability to direct choirs and lead rehearsals effectively.
- Strong music-reading skills and the ability to collaborate with clergy and lay leaders in worship planning.
- Experience in a Presbyterian or other mainline Protestant context is helpful.

Preferred Experience

- Familiarity with the *Glory to God* Hymnal and the Presbyterian Service for the Lord's Day.
- Experience with inclusive-language hymnody and liturgical resources.
- Experience with worship technology, sound systems, and/or livestreamed services.
- Familiarity with handbell music and techniques or a willingness to learn.
- Knowledge of music notation software.

Personal Characteristics

- Demonstrates a clear sense of call to music ministry within the life of the church.
- Values worship as the work of the whole people of God.
- Exemplifies a work ethic that is collaborative, organized, and dependable.
- Balances musical excellence with pastoral sensitivity and humility.

- Respects the theology, polity, and inclusive ethos of the Presbyterian Church (U.S.A.).
- Commits to learning and growing alongside the congregation.

Compensation & Benefits

First Presbyterian Church offers a competitive market salary (\$60K - \$75K base) and a generous benefits package, including paid time off, holidays, health insurance, short-term disability, continuing education support, and retirement contributions. Total compensation is commensurate with experience and will be negotiated as part of an offer of employment.

Application Instructions

Interested candidates are invited to submit the following materials:

- A cover letter describing your sense of call to music ministry and interest in this position
- A résumé or curriculum vitae
- Contact information for three professional references
- A background check is required for this position
- Optional but encouraged: links to audio or video recordings of recent work (solo performance, choir, or worship leadership)

Application materials should be sent electronically to:

First Presbyterian Church – Director of Music

Attention Paul Steger

Email: jobs@fpcrochester.org

Applications will be reviewed as received until the position is filled.