



**Job Title:** Song Leader

**Effective Date:** 11/1/23

**Reports to:** Lead Minister

**Directly Supervises:** Volunteers

**Status:** Part-Time, approx. 6-8 hours/week

**Salary:** \$28-32/hr. (based on experience, in alignment with the denomination's Fair Compensation Guidelines)

**Benefits:** Professional expenses. USSB's building and instruments may be available to the Song Leader to use for practice, private lessons, and outside performances, if scheduling permits.

**Schedule:** Sunday Mornings. Occasional special services and events, such as Christmas Eve. Rehearsals as necessary. Regular planning meetings. Other hours are flexible.

**Note:** This position is being offered in conjunction with the USSB Choir Director position, and these two positions may be considered as one position for an interested candidate.

**Job Summary:** Music is an integral part of the life of our congregation, and the Song Leader is responsible for cultivating a dynamic, inclusive, joyful, and heartfelt experience of singing together on Sunday mornings. Working with the Lead Minister and the Worship Arts Team, the Song Leader selects hymns as well as contemporary songs for congregational singing, coordinates guest musicians and works with the accompanist, and leads the community in singing on Sunday mornings, as well as occasional other special events and services. The Song Leader is a valued member of our worship team and we are looking for someone with a love of community and the ability to inspire us through music.

**Congregational Description:** The Unitarian Society of Santa Barbara (USSB), established in 1876, is a vibrant and welcoming Unitarian Universalist congregation, grounded in a liberal and open-hearted theological tradition that is based on shared values of community, courage, love, diversity, generosity, and joy. Our mission is to live with integrity, nurture wonder, and inspire action. Our Sunday services are vital to the life of the congregation, and music is drawn from many sources, sacred and secular, and is an essential part of our worship. We are a respected partner for justice in our community and value our interfaith connections. Our beautiful campus is located in downtown Santa Barbara and is a location for many community events.

**Essential Qualifications:**

- A degree in Music or equivalent training is strongly preferred, with demonstrated experience in community singing or song leading.
- Ability to inspire audience participation and work with singers of all levels of musical skill and experience.
- The capacity to create an inspirational and dynamic worship experience through song.
- Ability to work in a wide variety of musical styles and genres. Interest in building a repertoire of traditional and contemporary music, both sacred and secular.
- Ability to adapt contemporary music for use in services.
- Appreciation of the principles, values and mission of USSB and of the Unitarian Universalist tradition, and the ability to bring these values to life through music.
- Strong planning, organizing and time management skills.
- Ability to work effectively both independently and as part of a team that includes staff and volunteers.
- Sensitivity, confidentiality and professionalism when dealing with other members of the staff team as well as members and friends of the congregation. Sensitivity to the pastoral needs of members and volunteers.
- Willingness to experiment with new technologies and adapt to a multi-platform congregational experience that may include a combination of in-person, livestream, and recorded elements.
- Dependable, responsible and flexible disposition, with the ability to adapt as needed to current events.
- Committed to ongoing multicultural learning, anti-racism and anti-oppression work; always seeks to expand the circle of inclusion.

**Essential Functions:**

- Selects and prepares the music for the congregation to sing as part of weekly Sunday services, holiday services, and occasional other congregational events, working thematically and collaboratively with the Lead Minister and Worship Arts Team. Coordinates with accompanist.
- Leads singing on Sunday mornings.
- Coordinates guest musicians and small singing groups for special music as needed. Rehearses as needed with other singers or musicians.
- Communicates and collaborates with other Music Team staff and volunteers, including the Chancel Choir and Justice Choir.
- Arranges for the purchase and appropriate licensing of music used in services, prepares a budget for music, and oversees the expenditure of funds in adherence to the prepared budget. Archives purchased music for future use.
- Provides both short-term and long-term musical planning for the congregation, while retaining flexibility to respond to current circumstances.
- Participates in monthly Worship Arts Team meetings and attends USSB staff meetings as needed. Meets regularly with the Lead Minister to plan worship and attends or arranges any other meetings as necessary for music planning.
- Maintains membership in the Association for Unitarian Universalist Music Ministries (AUUMN) and adheres to their Code of Professional Practices.
- Other duties may be assigned by the Lead Minister.

**To Apply:** Please submit a letter of interest, a resume or CV, and at least two references to [employment@ussb.org](mailto:employment@ussb.org)

**Equity and Inclusion:**

USSB is committed to fostering an inclusive environment where equitable employment opportunities are available to qualified applicants of any race, color, ethnicity, national origin, gender identity or expression, affection or sexual orientation, marital status, disability, age, or socioeconomic status. USSB values a diverse workforce; people with disabilities, people of color, and those who identify as LGBTQ+ are strongly encouraged to apply.