



First Presbyterian Church *of* Dunedin

**FULL-TIME DIRECTOR OF MUSIC
FOR CONGREGATION & COMMUNITY**



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455 Scotland Street, Dunedin, FL 34698
Rev. Dr. David Shelor, Pastor

First Presbyterian Church of Dunedin, FL

Who Are We:

For more than 150 years, Dunedin First Presbyterian Church, PC(USA), has refused to stand still. Born as a frontier gathering in 1871, we grew into a thriving programmatic church during Florida's boom years. However now, instead of clinging to a fading model, we are choosing innovation over nostalgia. Rooted in Jesus' vision for Beloved Community for all, we are addressing the deepest wounds in our community: mental health struggles, housing and food insecurity, division, loneliness, and disconnection. We believe worship and music are essential to this task, catalysts for healing, courage, and transformation. We are not a church trying to preserve the past but appreciate it, daring to imagine what Jesus is now calling us to be and do, and what faithfulness looks like next. We seek a creative leader bold enough to join us to build it.

Summary of Position:

Dunedin First Presbyterian Church is seeking a full-time Director of Music for Congregation and Community who believes music can heal, overcome isolation, and build Beloved Community for all. This leader will shape dynamic worship experiences, lead bands, choirs, and volunteers, and carry music beyond church walls into the heart of the community. More than managing services, this role is about creating spaces where strangers become neighbors, people encounter hope and belonging, and all are sent to serve the world together.

Classification:

Full-time, Exempt

Reports to:

Pastor, Head-of-Staff

Benefits:

a competitive benefits package will be provided

Annual Salary:

\$75,000 to \$85,000, commensurate with qualifications, experience, leadership capacity, and fit.

Qualifications

(Musical) Qualifications: Artistic/Musical capacities; worship & music ministry leadership

- A degree in music, music education, church music, worship studies, spiritual formation, or a related field is required. Significant relevant experience may be substituted.
- We prefer candidates who are accomplished pianists and/or pipe organists with an excellent capacity to read music and play a variety of music appropriate for worship that may include (but not limited to): hymns, anthems, classical choral repertoire, Contemporary Christian music, world music, justice/protest songs, spirituals, gospel, etc.
- Candidates who play a variety of other instruments are preferred.
- Choral directing experience working with volunteer adults representing different abilities and gifts.
- A preferred minimum of five (5) years working in a position as an adult choir director and/or leader/supervisor of a comprehensive program involving volunteer choirs, staff musicians, and other worship arts ministries.
- The ability to arrange and compose music is desired but not required.

(Non-Musical) Qualifications: Administrative/Theological/Philosophical Capacities

- Adaptive, innovative, and strategic thinking as we discern new ways of being church and serving our community.
- Understands, supports, and models our mission, vision, and values.
- Experience planning worship with congregational engagement and spiritual formation as the goal.
- Passion for developing and working alongside servant volunteers musically and non-musically.
- Strong communication, organizational/administrative, and relational skills.
- Self-starter, well organized, and works well with minimal supervision.
- Adaptable, flexible, reliable, and trustworthy.
- Outstanding interpersonal skills; excellent oral and written communication skills.
- Demonstrates strong emotional intelligence, conflict resolution, problem solving and decision-making knowledge and skills.
- Ability to relate to and work effectively with individuals from diverse backgrounds, generations, and cultures.
- Maintain daily/weekly office hours; attend weekly staff meetings, worship planning meetings, etc.



Duties & Responsibilities

Ministerial / Administrative

- Work with Pastor and Worship Planning Team to plan/lead dynamic, participatory weekly worship, utilizing a broad range of creativity and ideas.
- Articulate and implement an effective model of planning (calendar) and communication with music and worship volunteers, church staff, musicians.
- Manage and provide updates on an approved worship arts budget
- Provide administrative and musical support to all active and future music and worship ministries as needed.
- Articulate and maintain an active plan to recruit volunteer (and paid) singers and musicians to the church music and worship program.
- Recruit/Hire qualified support musicians or substitutes as needed
- Supervise the care of robes, music library, church instruments, and other worship arts assets.
- Serve as the Liaison with the Worship Committee and attend meetings.
- Assist with thinking about creative ways of engaging children and youth in worship

Musical/Artistic

- Provide for musical/choral direction for all corporate worship services, including the preparation, performance, and/or supervision of appropriate music and worship arts expressions offered.
- Have discernment in selecting music that amplify inclusion, community, faith, and church growth that also align with themes, scriptural passages, and pastoral input.
- Supervise the Worship Café band leader and equip and assist them in the development of the band and, with pastor, the selection of music.
- Plan & lead weekly rehearsals with the vocal choir
- Plan & lead weekly rehearsals with the bell choir (or supervise bell choir director)
- Serve as the primary accompanist (organ and piano) for the Sanctuary Service (or supervise the accompanist).
- Plan and promote special community-wide concerts, recitals, and worship arts programs to foster spiritual growth

Outreach/Formation

- Can articulate a philosophy of music and worship as spiritual formation and community-building for those inside and outside the congregation
- Experience planning and leading interfaith, intergenerational, and multi-cultural worship
- Experience leading/teaching world music
- Ability to work effectively with community-based organizations, partner churches, and leaders from diverse backgrounds and faith traditions



Other Duties: Weddings, Funerals, and Occasional Services

- Plan collaboratively with the Senior Pastor and church staff for special services and programs, including Maundy Thursday, Christmas Eve, and other occasions outside of Sunday morning worship when music would enrich the congregation's experience.
 - Work with the Senior Pastor and church office staff to assist with planning/leading or staffing musicians for weddings, funeral, and other services.
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Benefits & Evaluation

- Relocation allowance is available
 - Ten paid holidays
 - Annual leave:
 - 🌸 One week after 6 months
 - 🌸 Two weeks after year 1 through year 5
 - 🌸 Three weeks from years 6-9
 - 🌸 Four weeks from year 10
 - Sick & Bereavement Leave: 2 days at beginning of employment and an additional 2 days after every three months of employment.
 - Medical Coverage:
 - 🌸 High-Deductible Medical Coverage: Church pays 50% for individual
 - 🌸 Health Savings Account: Church pays 100% for individual for those electing medical coverage.
 - 🌸 Temporary disability, dental and vision coverage available: employee pays 100%
 - Retirement Savings Account: Church pays up to \$100 matching contribution per month.
 - Evaluation: A performance review will be conducted at the end of a 90-Day probationary period and annually thereafter.
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How to Apply/Deadline

Prospective candidates are requested to submit the following:

- Cover Letter – no more than one page
- Resume or Vitae – no more than five pages
- College Transcripts (if applicable)
- Statement on the candidate's understanding of worship, spiritual formation, and community-building (limit 1000 words)
- Evidence of leadership in music and worship ministry (bulletins, concert programs, articles, books, etc.)
- Three to five recent (2023-2026) video links of candidate leading rehearsals and/or corporate worship
- References: Information for references will be requested at a later time in the interview process
- Other examples of evidence of candidate's artistic and administrative



Primary consideration will be given to prospective candidates who submit all requested materials to jobs@drtonymcneill.com by 11:59pm, June 15, 2026. Candidates who submit by this date will be informed of their application status within 7-10 business days after June 15th. This position will remain open until it is filled. Dr. Tony McNeill is serving as Worship Arts Consultant for this search.

All inquiries about this position should be directed to:
drtony@drtonymcneill.com or call/text 678-404-2927



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