

To be posted 1/26/2026

Director of Music Ministry and Chancel Choir

Brown Memorial Park Avenue Presbyterian Church (PCUSA)

Baltimore, MD

\$48,000-\$54,000 Part-time (30 hrs/week), benefits-eligible

Brown Memorial Park Avenue Presbyterian Church (PCUSA), an inclusive Christian community in the heart of Baltimore City, is seeking a Director of Music Ministry and Chancel Choir. This person will build upon Brown Memorial's rich history of musical excellence to lead the congregation's worship and deepen its spiritual life. The congregation is committed to worship in the Reformed tradition, singing a wide variety of sacred music, including old and new hymns, classical, gospel, and spirituals. While anchored by the Skinner organ (installed in 1931 and historically restored in 2002), the congregation values thoughtful growth in its musical life and is excited by the possibility of expanding repertoire and genre offerings within worship.

Essential Functions:

- Plan musical elements of worship; collaborating with the ministerial staff, worship committee, and organist to provide spiritual nourishment to the body of Christ and encourage all to discipleship.
- Set choral direction for the liturgical year;
- Maintain effective and regular communication with church staff, choir members and congregants.
- Create and facilitate a positive atmosphere of support and care among those involved in the church's music ministries;
- Lead weekly choir rehearsals (Thursday evening & Sun. a.m., September through May) and direct the volunteer Chancel Choir (which includes eight professional soloists) in weekly worship and special services (e.g., Lent, Good Friday, and Christmas Eve), and annual choir concert(s).
- Provide strategic vision for growth of program and increased opportunities for participation.
- Hire and supervise all choir staff and guest musicians.
- Foster a culture of participation by recognizing and encouraging the talents of the congregation.
- Select and procure music for the Chancel Choir; Ensure appropriate licenses are obtained and copyright laws are followed; maintain (with assistance from choir volunteers) Brown Memorial's music library.
- Supervise the handbell choir director (paid, part-time position) and support the handbell choir's participation in worship periodically.
- Advise families on service music for weddings and funerals, when needed, and help families to hire musicians. (Wedding musicians receive payment from families.)
- Serve as staff liaison and advisor to the lay-led Tiffany Series committee.

Position Qualifications:

- Master's degree in music; Candidates with Bachelor's degree with extensive experience will be considered.
- 7+ years experience successfully conducting and managing a volunteer church choir.

- Deep knowledge of a wide range of sacred choral and organ repertoire in many genres.
- Pastoral heart, including the ability to listen, encourage, and support others; eager to encourage congregational musicians to grow as disciples of Christ.
- Demonstrates calm, decisive leadership; Ability to resolve conflicts successfully to maintain unity amidst diversity.
- Eager to build relationships in the community and to participate in the life of the church.
- Welcoming, enthusiastic, and collaborative. Dependable and organized, yet able to remain flexible, when necessary.

Benefits

- 403(b) with 5% contribution from Brown Memorial
- Generous contribution towards Health insurance
- Death & disability insurance
- Paid Leave
- *Dental & vision insurance available*
- *Healthcare FSA available*

To apply: Email resume to search@browndowntown.org