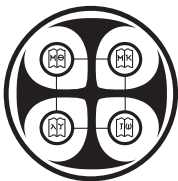




Interim Director of Music



REDEEMER
PRESBYTERIAN CHURCH



Redeemer Presbyterian Church

On behalf of the Session of Redeemer Presbyterian Church in Austin, Texas, we are writing to inform you we have begun a search for a full-time interim Director of Music. Blessed by the previous ministries of Dr. Leonard Payton (1996-2001) and the Rev. Dr. George Dupere (2001-2025), we are looking for a long-term (up to two years) interim Director of Music as the church prayerfully prepares to search for our next Chief Musician who will continue our church's history of rich, liturgical, and historic worship. The successful candidate could begin their work as early as February 17, 2025, or as soon as feasible thereafter. While this position currently is interim due to the short calendar for appointment, the person holding this interim position is welcome as a candidate for permanent appointment as Chief Musician when that search begins.

If you are an interested applicant or may be interested in helping us connect to a qualified applicant, please review the attached documents:

- Interim Director of Music Profile (overview of the candidate we are seeking)
- Job Description (comprehensive summary of the tasks and responsibilities)
- Church Profile (summary of the information found on the website)

We encourage you to spend time on the church's website (www.redeemerpres.org) to familiarize yourself with our community and worship. Review service bulletins, view services, listen to sermons, read newsletters, and look at pictures. The nature and mission of Redeemer are fully represented on the materials available on the website.

If you are passionate about leading God's people in song and contributing to a music ministry that fosters deep spiritual formation, we encourage you to apply. Please send:

- Cover letter giving us a sense of who you are beyond your resume, especially your Christian testimony and spiritual life
- Professional resume or CV, including references
- Optional: relevant publications, video files, or audio files

All materials can be submitted to opportunities@redeemerpres.org. For more information or questions, please contact Dr. Ben King at the email address above.

In Christ,

Rev. Eric Landry
Senior Pastor

Dr. Ben King
Choral Advisor



**Interim Director of Music Profile
Redeemer Presbyterian Church
Austin, Texas**

Education and Experience. The interim Director of Music ideally should have at least a master's degree in music or a related field and have served for at least three to five years as a church music professional.

Necessary Skills. The interim Director of Music must be highly experienced in choral conducting. (Appropriately credentialed and experienced organist choirmasters are also encouraged to apply.) He or she will possess keyboard skills for choral warmup and basic accompaniment. The candidate will know how to use standard computer programs, as well as music notation and design software. The candidate will have excellent verbal and written communication skills. The candidate will have a winsome, positive, and energetic attitude.

Theology. The interim Director of Music must be a committed Christian. Although he or she will not be required to become a member of Redeemer, they must be able to affirm the [membership vows](#). He or she will work within the theology and structure of the PCA's Confessions, Catechisms, and Book of Church Order.

Worship. The interim Director of Music must have a deep appreciation for and personal commitment to historic liturgical worship. Such worship is not passive but corporate and participatory and has a logical structure that points toward our union with Christ. Music at Redeemer focuses on the timeless elements found in the traditional hymnody and classical music of the church. Everything in the Sunday morning services — preaching, prayer, the sacraments, reading Scripture, music, hospitality, and décor — reflects excellence, deep thought, and careful preparation. The successful candidate will have both demonstrated proficiency in and experience with leading in such an environment.



Job Description

Redeemer Presbyterian Church

Austin, Texas

We are seeking an interim Director of Music to steward a vibrant, Christ-centered music ministry until the arrival of our next Chief Musician. This full-time, salaried position (range will be provided to qualified applicants) provides an opportunity to continue the strong musical expression of our congregation, causing the Word of God to dwell richly in the people of Redeemer through songs, hymns, and spiritual songs. The interim Director of Music will assist with key aspects of Redeemer's musical life, especially planning the liturgical calendar and directing the choir, while fostering an environment of excellence and worship for our community. The Director of Music can serve as both choir director and organist given the appropriate skills and experience.

Musical Direction & The Redeemer Choir

- Lead the choir and all musicians in regular and special worship services (that may include weddings and funerals), including rehearsing congregational hymns and psalms, choral anthems, and service music.
- Coordinate the musical components of the Divine Service, overseeing the full integration of choral and instrumental music.
- Develop and maintain an annual choral schedule; recruit, nurture, and shepherd choir members; and create opportunities for choir fellowship and engagement.
- Foster a spiritually enriching environment in rehearsals and services, ensuring the music ministry remains a source of worship and growth for all participants.

Liturgical Planning & Leadership

- Coordinate with pastoral staff and guide all aspects of liturgical planning, ensuring that worship services are historic, thoughtful, prayerful, and theologically rich.
- Plan and schedule weekly Divine Services, Feast Days, and special services (e.g., Christmas Eve, Easter, etc.) in close collaboration with the pastoral team.
- Create Redeemer's annual Liturgical Calendar and Three-Year Lectionary, aligning hymns, Scripture readings, and worship themes with the church calendar.
- Lead and direct the pacing, timing, reverence, and beauty of the Divine Service, ensuring that all things are done decently and in order.

Instrumentation Oversight

- Oversee the upkeep of all instruments, including pianos, harpsichord, portative organ, and the Holbrook Organ, including regular tunings and repairs.



General Ministry Leadership

- The interim Director of Music reports to the Senior Pastor and will be expected to attend weekly staff meetings and meet regularly with him for service planning.
- Lead and contribute to ministry development and community life at Redeemer, including participation in church events.

Administrative & Managerial Leadership

- Manage and supervise key personnel in the music ministry, including Organist, guest musicians, sound operator, and other staff as needed, depending on the experience and skills of the successful candidate.
- Develop and oversee the music ministry budget, ensuring that resources are allocated appropriately for the ongoing needs of the worship department.
- Maintain the Redeemer Book of Hymns and Psalms, including tracking hymn use and integrating new approved pieces of music as needed.
- Oversee the creation and accuracy of worship bulletins, family worship guides (Taking Gathered Worship Home), and other liturgical resources.
- Manage music library: order music, delegate copying of new music, filing of choir music
- Oversee choral repertoire, anthems for choir rehearsal
- Edit music (hymns, psalms, introits, etc. as needed) in Finale software
- Ensure compliance with copyright laws and secure permissions for all hymns and music used in worship services.

Qualifications & Skills

- Degree in choral conducting, organ, or sacred music strongly preferred, ideally at master's level
- Proven ability to lead worship with excellence and theological integrity and to develop musical programs that inspire congregational participation.
- Experience directing choirs and instrumental ensembles, with strong organizational and leadership skills.
- Proficient in music theory, vocal techniques, and keyboard or other instruments.
- Able to use standard computer programs, as well as music notation and design software.
- Experience with sound systems and technology, including recording and live sound reinforcement.
- Strong interpersonal and communication skills, with the ability to work collaboratively with church leadership, staff, and volunteers.
- A passion for developing a rich, theological, and participatory worship culture that honors God and edifies his people.



Personal Characteristics

- A love for the local church and a desire to serve God through music and worship.
- A humble servant leader who is relational, pastoral, and able to cultivate a spirit of excellence within the music ministry.
- Personally committed Christian, willing to submit to Presbyterian polity, with a strong understanding of the liturgical and theological foundations of worship.



Church Profile

Redeemer Presbyterian Church

Austin, Texas

Mission and history

Redeemer Presbyterian Church exists to bring the resources of the historic Christian faith to bear on Austin in the hope that visible changes will occur in the quality of its life—spiritually, socially, and materially.

Redeemer began worship services in October 1994, with the Rev. Paul Hahn serving as planting and senior pastor until 2003. The Rev. David P. Cassidy served as senior pastor from June 2005 until April 2014. The Rev. Eric Landry became the third senior pastor in June 2016. For a more in-depth history of the church, refer to our [25th Anniversary History of Redeemer](#).

The first Chief Musician was Dr. Leonard Payton. Dr. Payton arrived in early 1996 and served until 2001. He was responsible for “worship, music, and outreach,” including leading the choir. A number of the hymns he composed are still sung at Redeemer today, including “That Stone Is Made Head Cornerstone.” The Rev. Dr. George Dupere joined Redeemer in September 2001 and will serve as the Chief Musician until February 2025. Dr. Dupere brought a new level of excellence to the choir’s training and repertoire, and he introduced children’s choirs to train the next generation of worshipers. The Redeemer Hymnal along with recordings of hymns were produced to support family worship. In addition, Redeemer’s Festival of Music, featuring performances of classics like Bach’s Christmas Oratorio, Handel’s Messiah, and Mendelssohn’s Elijah began to fulfill part of the original vision of Redeemer to use the arts to bless the city of Austin.

Denomination and theology

Redeemer is a member congregation of the [Presbyterian Church in America](#), a confessional and evangelical denomination. Believing that Scripture is inerrant, infallible, and authoritative for all of life, the church’s members and officers are committed to orthodox Reformed theology as articulated in the [Westminster Standards](#) and a traditional Christian ethic that governs our lives as individuals and in community with one another.

Community and congregation

Austin is the capital city of Texas, the 11th most populous city in the U.S., and one of the fastest-growing big cities in the nation (2022 data reflect a city population of 1,028,000 and a greater metropolitan area of 2,176,000). It is home to over 50,000 students at the University of Texas, one of the nation’s top ten public research universities. The technology sector is booming, with Austin and the surrounding metropolitan area hosting companies such as the home-grown Dell, Apple, Amazon, Google, Facebook (Meta), Samsung, IBM and AMD, as well as being the headquarters of Tesla and Whole Foods.



Redeemer has approximately 500 members. They come from all around Austin and the broader Central Texas region, from more than a 100-mile radius: from Fredericksburg to the west, Georgetown to the north, Smithville to the east, and New Braunfels to the south. Members work in investments, technology, higher education, state government, and many other professions and occupations and span the entire income range. School-age members attend public, private, charter, and home schools.

Based on a commitment to be a centrally located church, the campus is located about one mile east of the University of Texas in the thriving East Austin area. The surrounding neighborhood includes new office space, restaurants, and breweries, University of Texas facilities (including the new Dell Medical School), and a regional transit MetroRail stop three blocks away. Adjacent to our site is a 250-unit affordable housing development. More than 1,500 condominium and apartment units are within walking distance to the church. Numerous houses in the neighborhood are being renovated as new homes for young families. A magnet arts public elementary school and the region's largest hospice are only a few blocks away. Within a mile is the Mueller master-planned redevelopment of the city's former airport that houses 10,000 residents.

The church moved into its permanent facilities in early 2010, with a two-story, 15,000 square-foot administration building (Calvin Hall) and a single-story, 7,000 square-foot multi-purpose building (Covenant Hall) where worship services are currently conducted. Land exists for up to an additional three buildings.

Worship services

Two identical services are held on Sunday mornings at 8:45 and 11:15 am. [School of Discipleship](#) classes are held between services during the school year and during an abbreviated summer semester. Services are currently scheduled for 75 minutes each. Combined attendance for both services averages around 390, down from a pre-pandemic number approaching 500.

The worship services are sacramental, creedal, historical, and orthodox. The historic liturgy emphasizes congregational hymns, singing, chanting and responsive reading of Psalms, private and corporate confession, Old and New Testament readings, and prayers by elders and deacons. Expository preaching follows a cycle of Old and New Testament books, supplemented by sermons tied to a three-year lectionary and appreciation for the church calendar, with an occasional topical series. Robust singing from our [hymnal](#), developed to connect the congregation to the church throughout the ages and ground our members in the doctrines of the church, is supported from the back by our excellent choir, with accompaniment on a small, historic mechanical action pipe organ. Communion takes place every week in both services. Children are encouraged to attend the entire service, with families training them to do so. Pastors wear robes.



[Sunday evening](#) programming includes an adult study, children's choirs, and youth group meetings.

Special services (sometimes coupled with congregational feasts) are held consistent with the church calendar on Epiphany, Ash Wednesday, Maundy Thursday, Good Friday, Pentecost, All Saints, and Christmas Eve.

Other church programs

About 60% of the congregation and some regular visitors currently participate in small groups. Ancillary to those groups, we provide connection points targeted specifically towards men, women, young mothers, youth, and young adults. We also sponsor a weekly Theological Academy, providing college-level classes. The men of the church meet regularly for "Smoke 'N Choke" and monthly breakfasts. The women gather quarterly for fellowship and other events.

In 2019, the church spun off its external music programming to create [Arts on Alexander](#) (AoA). AoA hosts more than 40 choral and instrumental performances each year to engage the wider culture in our community, with groups from the Austin area; an organ recital series on Redeemer's Holbrook; orchestral works performed by AoA's Philharmonie Austin; and presentations of groups from around the world, such as Tenebrae and Voces 8. AoA and Redeemer also collaborate for a Festival of Music involving the Redeemer choir in early December that presents classic choral works in keeping with the season.

Redeemer encourages members to be active and involved in [local and international missions](#). Internationally, the church has supported current and former church members serving as missionaries in Guatemala, Slovakia, Peru, and the Middle East.

Redeemer financially supports several ministries and organizations in the community, including City School, a Charlotte Mason school with historic connections to Redeemer; Hill House, the Christian study center at the University of Texas that grew out of the Probe Center Austin, started by one of our founding members; Side by Side Kids, which grew out of the church's Community New Start program; and the Heart of Texas Pregnancy Resource Center, a nearby descendant of the original Austin Crisis Pregnancy Center that was started by some of our founding members.

Over the last 20 years, Redeemer has planted four churches, three of which are still in existence and one of which has given rise to a "granddaughter" church. Current church planting efforts are done in conjunction with other member churches of the South Texas Presbytery.