



June 2026

ROLE: Principal Organist
DEPARTMENT: Music
DIVISION: Ministry
REPORTS TO: Director of Music
WORK HOURS: Full-time, including Sundays, major feast days, some evenings, and key liturgical seasons. The Principal Organist is expected to be present for most Sunday liturgies each year. Up to five Sundays annually may be taken as leave, arranged in advance and in coordination with the Director of Music to ensure appropriate cover.

WHOM WE SEEK:

Saint Michael and All Angels Episcopal Church, Dallas, is one of the largest and most musically ambitious parishes in the Episcopal tradition in North America. We are seeking an extraordinary Principal Organist to join a vibrant and growing music ministry. This position offers the opportunity to shape the liturgical and artistic life of a thriving Episcopal parish with a national profile. This is a pivotal moment in the life of the parish. Our new campus – including a purpose-built music suite – opens in late summer 2026, marking a generational investment in the future of music and worship at Saint Michael. The successful candidate will help shape this next chapter, including playing a major role in a significant new pipe organ project on the horizon. With supportive clergy, strong lay investment, and a clear vision for the future, Saint Michael invites applications from outstanding musicians ready to make a lasting impact.

EMPLOYMENT REQUIREMENTS:

- At minimum Master of Music/Master of Sacred Music in Organ Performance and/or equivalent certification(s) from the American Guild of Organists, Royal College of Organists, or another accredited body.
- Experience in a major Episcopal church and/or a church with a similarly rich liturgical tradition.
- Exceptional skill as a liturgical organist with mastery in leading hymnody, choral accompaniment, Anglican chant, improvisation, and organ voluntaries.
- The ability to score-read and transpose as well as familiarity with historical practices of various periods.
- A demonstrated diverse portfolio of solo organ works for use as voluntaries.
- Experience and enthusiasm working with choirs (both adult and children) in a liturgical setting.
- Commitment to collaborating with and supporting student, volunteer, and professional musicians in various musical capacities.
- Outstanding interpersonal and communication skills; ability to work collaboratively within a large music department and parish team.
- Strong organizational and administrative abilities, including proactive communication and calendar planning.
- Completion of “Safe Church” training, careful adherence to the Employee Handbook, and commitment to providing a safe space for all.

DUTIES AND RESPONSIBILITIES:

- Collaborate with the Director of Music in the planning and execution of all liturgical services, ensuring theological, pastoral, and musical integrity.
- Serve as lead organist for Sunday and festal liturgies, offering expert leadership in hymn playing, choral accompaniment, Anglican chant, improvisation, and organ voluntaries.
- Provide keyboard support for choir rehearsals and musical preparations across the liturgical year.
- Provide support for the Chorister program, including regular accompaniment for rehearsals and services as appropriate, and contribute to the musical formation of Choristers through stylistically informed playing, coaching, and modelling of high liturgical standards.
- Support our chorister music literacy model through RSCM *Voice for Life* training.
- In collaboration with the Director of Music and the Organ Scholar, schedule playing duties for all services, including weddings and funerals throughout the year.
- Lead clinics/coachings, offer guidance, and support the Organ Scholar where applicable.
- Lead collaboration with music department staff to ensure musical continuity and mutual support, with shared Sunday and weekday playing responsibilities, including rehearsal coverage, as appropriate.
- Attend departmental meetings and actively contribute to the strategic planning, execution, and evaluation of music ministry programming.
- Oversee the strategic care and artistic integrity of all Saint Michael keyboard instruments, coordinating with vendors and reporting needs to the Director of Music.
- Participate in concerts, recitals, and other public-facing initiatives that support Saint Michael and serve the broader community.
- Maintain strict confidentiality in all matters related to parishioners, staff, and internal operations.

WE EXPECT OUR PRINCIPAL ORGANIST WILL ...

- Be committed to Saint Michael's core focus ("build Christian disciples for a transformed community").
- Embody Saint Michael's core values (collaborative, loyal, effective, kind, and growth-oriented).
- Encourage and support colleagues and choir members of all ages in using music as a pathway to spiritual growth and discipleship.
- Support parish-wide discipleship through musical growth.
- Become proficient in the Entrepreneurial Operating System (EOS) used at Saint Michael.
- Be energetic and have a demonstrated passion for Episcopal church music.
- Be consistently available on weekends and weeknights for all services and rehearsals, and at major liturgical and institutional events.
- Maintain active engagement with professional associations such as AGO, AAM, RSCM.
- Pursue continuing education and professional development that adds value to the parish.

CORE COMPETENCIES:

- Commands the highest level of organ mastery while nurturing the spiritual life of the congregation through liturgical collaboration.
- Dedication to team-focused collaboration.
- Strong teaching and collaborative rehearsal skills.
- Proficiency in music notation software (e.g. Sibelius).
- Proficiency with Microsoft 365 Office applications, including Outlook and Teams.
- Ability to learn and effectively use Pushpay and other church management software systems.

CONTINUING EDUCATION AND PROFESSIONAL ENGAGEMENT:

Saint Michael supports continuing education, professional development, and appropriate professional engagement of its musicians. Reasonable allowances for conferences, professional associations, recitals, recordings, and other approved engagements will be coordinated in advance with the Director of Music to ensure appropriate coverage and continuity of the parish's musical and liturgical life. Specific terms will be outlined in the Letter of Agreement.

To apply, please submit a letter of interest and resume to Susan Mills, Operations Manager, Saint Michael and All Angels Episcopal Church, 8011 Douglas Avenue, Dallas, TX 75225, or smills@saintmichael.org (reference "Principal Organist" in the subject line). No phone calls, please.