



# **SFLGFB Artistic Director Application Packet**

The San Francisco Lesbian/Gay Freedom Band is an Equal Opportunity Employer that values and encourages a diverse workforce.



584 Castro St, PMB 841  
San Francisco, CA 94114  
October 1, 2008

Dear Potential Applicant

On behalf of the San Francisco Lesbian/Gay Freedom Band, I want to thank you for looking into our job opening for Artistic Director. And, if after looking into the position and our organization you believe that you would be a good fit for the position, I would strongly encourage you to apply.

The SFLGFB is a very active and vital volunteer based organization with a membership of 80-100 musicians, although only a portion of those members participate in any individual event. Our diverse Band membership encompasses many orientations and identifications, ages, and levels of prior musical experience. But there are three ideals that I believe it is safe to say all of our Band members share:

- ♪ a commitment to performing music at a high level,
- ♪ a desire to experience enjoyable and educational rehearsals and performances that will continually improve their musicianship, and
- ♪ a commitment to social justice, which is a statement this organization makes every time it steps out on a stage or street corner just by virtue of our name and identity.

If feasible for you, I encourage you to look through the Band's website, come to a performance of our annual Dance-Along Nutcracker on December 13 or 14 in San Francisco (our signature event, and largest production of the year), or to contact our AD Recruitment Committee if you have questions about our organization or the position. And again, if after this you believe that you would be a good fit for the position, I strongly encourage you to apply.

Thank you again for looking into our job opening for Artistic Director.

Richard Gibson  
SFLGFB President

SAN FRANCISCO LESBIAN/GAY FREEDOM BAND

584 Castro Street, PMB 841 San Francisco, CA 94114-2594 Phone 415.255.1355 Website [www.sflgfb.org](http://www.sflgfb.org)



## ARTISTIC DIRECTOR JOB PROFILE

### **INTRODUCTION:**

The San Francisco Lesbian / Gay Freedom Band (SFLGFB, Inc.) is a non-profit 501c3 organization based in San Francisco, California. The mission of the SFGLFB is to promote musicianship and understanding between gay and non-gay communities.

Named the "Official Band of San Francisco" in honor of its 25<sup>th</sup> anniversary, the SFLGFB is the first openly gay musical organization in the world, inspiring the formation of gay/lesbian/bisexual/transgender/intersex/questioning/queer bands, choruses and performing groups around the globe. Founded in 1978 by Jon Sims at the height of Anita Bryant's anti-gay crusade, the Band has made music to build understanding between gay and non-gay communities for more than two decades.

The Artistic Director (AD) is an employee of the board SFLGFB, Inc., and ensures directly or through delegation of responsibilities, the fulfillment of the band's artistic programs and its image in the community. The AD is responsible for the repertoire, programming, artistic production, and has ultimate authority for the selection, development, and (if necessary) replacement of musicians. The AD works closely with the band leadership and board vice-president and is responsible for ensuring these tasks are fulfilled.

Currently, the San Francisco Lesbian/Gay Freedom Band has three components to its artistic program:

- Concert Band, which rehearses Tuesday nights 7:30-10pm year round. The band performs four to five major concerts each year and four shows of the Dance-Along Nutcracker®.
- Marching Band, which rehearses around five weekends out of the year. The band marches in two to three large parades and several smaller parades.
- Pep/Spirit Band which rehearses several times a year on Tuesday night. The band plays 15-25 times per year at various community/civic functions such as the AIDS Walk, Bay Area Distance Runners half-marathon, Pink Saturday in the Castro, Hayward Gay Prom, etc.

The position is part-time with flexible hours (15 hours per week). The wage is negotiated. The position receives only mandatory fringe benefits (social security, UI, and workers compensation).

**Artistic Performance Responsibilities:** These responsibilities may be carried out by the AD, or be delegated by the AD to other individual(s).

- select works to be performed and determine the number of rehearsals and kind of rehearsals (sectional, etc.) required;
- conduct and rehearse the concert band and pep/marching band;
- select, encourage, support and supervise all assistant conductor(s); and
- develop the overall artistic quality of the band and its members.

**Artistic Administrative Responsibilities:** These responsibilities may be carried out by the AD, or be delegated by the AD to other individual(s).

- develop, in consultation with the band's leadership, membership, and artistic advisory committee, the annual artistic plan for each of the following components: Community Concerts, Dance-Along Nutcracker®, Marching Band, Pep Band;

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### Artistic Administrative Responsibilities (cont.):

- develop long-range artistic plans for the band in conjunction with band leadership;
- select guest artists, solo players, and assist in section seating;
- assist in the general promotion of the band;
- strengthen the culture of volunteerism within the band by working with band leadership and volunteers;
- collaborate with other Bay Area musical ensembles as appropriate;
- attend and represent the band at official functions, receptions, etc., as needed;
- develop the overall public image of the band in the community and beyond;
- assist with the recruiting efforts of musicians and volunteers; and
- attend monthly board meetings

### Preference given to candidates with:

- significant musical talent and a demonstrated ability to provide rehearsal and performance experience of a high caliber;
- thorough knowledge of band repertoire, literature, and styles, including symphonic band concert and marching music;
- instinct for developing imaginative programming ideas that have significance to the band, the occasion, and the community – this may require both a willingness to explore a variety of directions in music-making and experience in diverse repertoire;
- ability to arrange band parts;
- understanding of and commitment to LGBTIQQ issues and social change;
- solid judgment and political acumen in a variety of situations;
- strong verbal communications skills;
- effective musical and personal leadership;
- ability to motivate and elicit the best efforts of the band musicians; and
- ability to make rehearsals and performances an enjoyable experience for all musicians.

### HOW TO APPLY:

Submit resume, cover letter, and the responses to the six questions outlined in the informational packet by email to [directorsearch@sflgfb.org](mailto:directorsearch@sflgfb.org), by fax at 408-834-8629, or mail to SFLGFB Attn: AD Search, 584 Castro St., PMB 841, San Francisco, CA 94114. Any questions about the position may also be submitted to same.

Applications received by February 1, 2009 will receive preference. Position open until filled. CDs of the band's latest concert will be provided upon request.

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## **Mission Statement**

The San Francisco Lesbian/Gay Freedom Band – founded in 1978 as the first openly gay/lesbian/bisexual/transgender/intersex/questioning/queer (GLBTIQQ) music organization in the world – is a 501(c)(3) nonprofit that provides for the education and musical development of its members, presents music-based programs to benefit the public, promotes visibility of GLBTIQQ communities and their allies, and builds understanding between and among GLBTIQQ and other communities. We believe all talent is worthy of development and that artistic expression is essential to our communities' health.

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## Initial Applicant Questionnaire

We are asking all applicants to submit answers to the following six questions with their resume and cover letter. Most of the questions are open-ended and designed to give applicants an opportunity to consider various aspects of the position of Artistic Director, SFLGFB and to give us insight to applicants' approaches to those areas. They are not intended to be used for screening purposes therefore there are no "wrong" answers and applicants should feel free to provide answers in as much or as little detail as they would like.

1. In general how do you feel about being a visible spokesperson for the band and the larger LGBT community?
2. What kind of artistic goals would you imagine for concert, pep, and marching bands?
3. Please provide a program for concert band you have done in the past or would like to do.
4. Do you have any other skills and abilities you feel are relevant to the position?
5. What is your preferred method of communication (i.e. phone, email, etc.)?
6. Do you have any questions arising from the AD Position Profile?

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