

2027–2028 Gerre Hancock Internship

Association of Anglican Musicians • Cathedral Church of the Advent, Birmingham, AL



The Gerre Hancock Internship

Honoring Gerre Hancock, a founder of the Association of Anglican Musicians, the grant's purpose is to create full-time mentoring opportunities for promising young church musicians who demonstrate a strong interest in the music and worship of The Episcopal Church, in order that they may acquire practical experience through intense and intentionally formative, full-time internships. The Episcopal Church institution in which the Association of Anglican Musicians (AAM) Gerre Hancock Internship takes place will possess a music ministry that consistently demonstrates a commitment to excellence, where interns will receive constant guidance from mentors who are respected members of the church music profession. The Internship Committee has selected the Cathedral Church of the Advent, Birmingham, AL as the 2027–2028 Mentoring Institution.

The online application can be found at www.anglicanmusicians.org/internship

The deadline to submit the application and supporting materials is February 1, 2027.

Job Details

Salary	\$42,000
Position Time	Full-time, August 2027–May 2028
Health Benefits	Anthem Blue Cross Blue Shield Single Coverage CDHP 20 (High-deductible plan): 100% of premium paid by institution, plus monthly contribution to HSA; PPO 70 and 80 plans incur an extra monthly cost Health Insurance Plan includes Medical and Vision; Dental available at an extra monthly cost
Housing	The intern will be housed at Advent House, which features private living quarters and is the site of the church's prayer ministry during the week. It is a two-mile, ten-minute drive from the Cathedral.

Intern Applicant Eligibility Requirement

Internship applicants:

- Must demonstrate a deep interest in the worship and music of the Episcopal Church, and the genuine desire to devote themselves to a career in church music, potentially in the Episcopal Church.
- Must have completed a church-music-relevant college degree program not more than three years prior to the term of the Internship.
- Must be a highly skilled organist.
- Must have legal status to work in the United States of America.

Internship recipients:

- Understand that the Gerre Hancock Internship is a non-renewable Internship for one ten-month period.
- May not accept additional employment during the period of the Internship without prior approval by the Mentoring Institution. Acceptance of non-approved or disallowed employment will result in the immediate cancellation of the Grant.
- May not list the award of a Gerre Hancock Internship on their curriculum vitae unless and until the Internship is undertaken and successfully completed.
- Understand that AAM will provide:
 - An invitation to play a recital, complimentary registration, up to six nights' accommodation at the Conference hotel, and up to \$500 to cover transportation costs to attend the annual AAM Conference in the year concluding the Internship.
 - A \$500 travel subsidy (paid directly to the Intern) to play the AAM Gerre Hancock Intern Recital, hosted each January at Saint Thomas Church Fifth Avenue, New York, NY.
 - A waiver for any AAM membership dues owed by the Intern during the Internship year. If the Intern isn't already an AAM member, the membership application fee will be waived.

Position Summary

The Gerre Hancock Intern will gain comprehensive experience in both the musical and administrative dimensions of a large and active cathedral music program. The internship is designed to foster confidence, measurable growth, and professional-level skills in sacred choral and organ music within the Anglican tradition.

This internship offers a balanced and comprehensive foundation in sacred music leadership combining choral direction, organ performance, liturgical planning, and program administration. The position provides practical experience for those discerning a vocation in professional church music within the Anglican tradition.

Essential Duties and Responsibilities

Musical Formation

- Attend rehearsals with the Cathedral Choir and Choral Ensemble (choristers), and sing/rehearse with the Cathedral Choir as assigned.

- Share in regularly playing for Sunday morning worship services alongside the Director of Music and Associate Director, with music assigned well in advance. Playing duties will progress from foundational to more advanced over the course of the internship.
- Share in accompanying the Cathedral Choir with the Associate Director, both in services and concerts, with progression of difficulty/responsibility as stated above.
- Have weekly one-on-one time with the Director of Music, working through choral accompaniment (registrational considerations, teaching traditional English choral accompaniment, as well as accompanying techniques/skills such as responding to a conductor, fully knowing the choral part), hymn/service playing, organ repertoire, as well as liturgical organ skills such as transposition, improvisation, and continuo playing.
- Occasionally rehearse and conduct the Cathedral Choir and Choral Ensemble in rehearsal and services, with feedback and guidance provided by the Director of Music.
- Assist in planning and preparing music for liturgies throughout the church year.
- Present an organ recital on one of the Cathedral's music series.
- Participate fully in the musical and liturgical life of the parish, including major feast days, Choral Evensong, and special services.

Administrative Development

- Assist in the day-to-day administration of the music program, including scheduling, planning, and communication.
- Attend weekly staff meetings and liturgy planning meetings for the purpose of gaining experience in an active music ministry.
- Learn and utilize AirTable, the organizational platform used by our Music Office.
- Support music library organization, concert preparation, and other administrative tasks as assigned.
- Gain experience in program planning, budget awareness, and the coordination of professional and volunteer musicians.

Professional and Vocational Growth

- Meet regularly with the Director of Music for encouragement, feedback, and goal setting.
- Participate in performance and leadership reviews to assess progress and identify areas for development.
- Take part in the broader musical and liturgical life of the Advent, observing and contributing to the leadership of a large parish music program.
- Gain pastoral awareness and social acuity through working alongside people.
- Adapt duties and goals throughout the internship year to reflect growth, evolving interests, and emerging strengths.

Cathedral Church of the Advent, Birmingham

The Cathedral Church of the Advent is a 3,000+ member parish church and serves as the Cathedral to the Diocese of Alabama. Located in downtown Birmingham, we are comprised of a broad demographic. We are a congregation who finds rest in the grace of God and his gospel, and that word is not only preached but practiced in our life together here. We strive

for excellence in all things, yet we have compassion for one another in all that we do. Our Dean, the Very Rev. R. Craig Smalley, leads the ministry of the Cathedral in the same manner of grace that is preached every Sunday. We are a worship-driven community with a strong emphasis on programs and teaching. "The Advent" as it is called in Birmingham stands out in the community as being a leader in excellence in preaching, teaching, and music. We are a thriving Episcopal congregation of considerable resources and lively programs.

Perhaps most encouraging to a prospective intern is that we preach grace here. We strive for excellence, but when mistakes happen we love one another through those mistakes. It is a supportive and encouraging environment, offering tremendous substance with a heart for the gospel of grace.

The Cathedral Church of the Advent is deeply immersed in the Anglican choral tradition and committed to preserving it. Our extensive music program is led by Director of Music and Liturgy, Dr. Frederick Teardo. Working with Dr. Teardo are Associate Director of Music, Dr. Charles Kennedy, and Music and Worship Administrative Assistant, Ms. Betsy Pate. Our semi-professional Cathedral Choir leads an ambitious program at a high musical standard. The Choir leads worship at both of our principal Sunday morning worship services (9:00 a.m. and 11:00 a.m.), as well as monthly Evensong, services of Lessons and Carols during Advent and Christmastide, Diocesan ordinations, and more. The choir also sings in concerts throughout the choral season (select examples include a complete Messiah with period orchestra and Grammy winning soloists, Britten's Ceremony of Carols, and Requiems of Brahms, Duruflé and Fauré).

The choristers at Advent Episcopal School sing for weekly mid-week Chapel services and rehearse four times a week. These choristers occasionally sing on Sunday mornings with the ATB staff singers of the Cathedral Choir.

Our Cathedral Concert Series features international artists of the highest caliber such as VOCES8, Polyphony, The Sixteen, and most recently the Choir of Trinity College Cambridge. We remain committed to the Anglican tradition and are a beacon of excellence in music throughout our region.

The Cathedral's music facilities include the cathedral nave and a dedicated choir room. Instruments include the 1988 Moller pipe organ of 100 ranks, the 2001 Lammermuir continuo organ of four stops, two Steinway grand pianos, a Baldwin SF grand piano, and the last French double harpsichord built by acclaimed American harpsichord maker William Hyman (1974).

One feature of our worship that sets the Advent apart from many Episcopal churches is that we regularly pray Morning Prayer on Sunday mornings. Our 9:00 a.m. service alternates between Morning Prayer and Holy Communion, and we have Morning Prayer at 11:00 a.m. on the last Sunday of the month. Every Lent we hold a Lenten Preaching Series, with daily services Monday through Friday at 12:05 p.m. that feature a guest preacher. The organists prepare an extended 10-minute prelude every day and play a hymn for the service. We go to great efforts to not repeat any organ repertoire through all of Lent, providing a wonderful

opportunity for the organists to play a good portion of the organ literature appropriate for the season of Lent.

Ten months spent in a cathedral program will have lasting benefit for an intern through being a hands-on and integral part of the music team. There is no better education than "doing it", as one learns by being full immersed in an active music program. In the process, one's skills are honed and cultivated, while learning occurs in an environment where forgiveness is preached and practiced.

Principal Mentor

Dr. Frederick Teardo, Director of Music and Liturgy

The AAM intern will meet with the Director of Music weekly at the organ to work through choral accompaniment, hymn/service playing, and liturgical organ skills including transposition and improvisation. The intern will occasionally conduct the Choir in rehearsal and services, with feedback and guidance provided by the Director. The intern will also learn through observation of both the Director and the Associate Director of Music in rehearsals and services, by attending staff meetings and working alongside the music staff in their daily work. In the Director's liturgical role, the intern will work alongside him in liturgy meetings to witness the inner workings of the Cathedral and its worship, and observe the music staff in various workings of the music office. Duties will be intentional and clearly laid out to maximize the learning experience while providing work-life balance. Assignments of service playing and choral music to conduct will be thoughtfully decided to develop strengths and challenge weaknesses. In addition to one-on-one time at the organ and offering feedback described above, the intern and the Director of Music will meet regularly to check in, assess, and hone duties to maximize the internship experience for the intern. The Director of Music is committed to train the intern to gain pastoral awareness and sensitivity, which is an essential skill for anyone working in music ministry. The Director believes that the Church and its musicians have a responsibility to build up future generations of church musicians, whether through chorister programs or internships like this. The Church is stronger for it and its music's future is ensured through it.

Secondary Mentor

Dr. Charles Kennedy, Associate Director of Music

The Associate Director of Music will have ample interaction with the intern, and support the intern's primary mentorship with the Director. The intern will learn through observation of the Associate during rehearsals and services as he chiefly accompanies the choir. The Associate will help the intern in discovering the best ways to use our organ to accompany the choir, and may have instructional sessions with the intern in this capacity. The Associate may also offer feedback in real time as a companion at the organ console during service playing and accompanying. Music and Worship Administrative Assistant, Ms. Betsy Pate, will mentor the intern in the administrative and operational dimensions of the program. Under her direction, the intern will gain hands-on experience in choral library management, AirTable

maintenance, timely financial processing, concert preparation, and effective communication with choir members. Betsy will retain full oversight of these areas while gradually expanding the intern's responsibilities, encouraging both competence and confidence in balancing musical and administrative work. The intern's working with both Charles and Betsy as well as encouragement received from them will foster an environment built on teamwork that is essential to the day-to-day operation of the music ministry.

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