



Director of Music Application Pack



Welcome from the Rector

Thank you for your interest in the role of Director of Music at St Peter's, Caversham. St Peter's has been blessed with a long tradition of fine church music.

St Peter's is one of three churches in our large suburban parish. Each church has a different history and expression of worship and mission. Our parish vision is to Become a Christ-like Community. At St Peter's music lies at the heart of becoming more Christ-like as we seek to go deeper into God and discover God at work beyond our church building.



We are at an exciting time in the life of St Peter's, responding to the demands and opportunities of the Covid pandemic. Like many churches, our attendance took a knock, including the size of the choir. Things are now rebuilding, and we are ready to move our musical life forward under the leadership of a new Director of Music. We want to see music at the heart of our church life and want to use the medium of music to help us reach out to new people and groups. We have therefore expanded this role to act as a catalyst for growth and flourishing.

The successful candidate will play a key role in developing our music, both in our worship of Almighty God and as an integral part of our mission and outreach. You will be working as part of a talented and committed team of colleagues and volunteers. Whilst I have no musical background, I have a deep passion for mission and worship, and will support whoever we appoint wholeheartedly as we seek our musical life to grow and develop. I hope you find the following information helpful as you discern whether this role might be suitable for you, and you for us.

Please feel free to be in touch with me at mkjsmith@btinternet.com if an informal conversation would be helpful as you discern whether or not to apply.

Revd Mike Smith



About St Peter's

St Peter's is a medium sized Church of England (Anglican) church in the northern district of the town of Reading in Berkshire. Caversham is separated from Reading by the River Thames. With an attendance of about 100 on a Sunday, it is one of the larger Church of England churches in Reading Deanery. Music plays an integral part in our worship and mission.

We recognise that music continues to be one of St Peter's primary shop windows. About ten years ago we appointed a paid Director of Junior Choir, to work under the Director of Music. Their task is to build and oversee our junior choir. Before Covid our junior choir exceeded 20 young people. We are now rebuilding it and it currently stands at fourteen. There is more work to do however.

People locally and further afield know our reputation for good music and we want to use music as a way of reaching out into the community and introducing people into the life of the church and the Christian faith. The congregation are enthusiastic about the musical life of the church and wish to develop a broader range of music. The Director of Music therefore needs to lead us in developing the musicality of the congregation as well as the choir. We want to appoint someone who has a breadth of musical tastes and experience, liking the best of traditional and more contemporary church music and is prepared to take some risks musically to grow the church. The Director of Music will therefore be encouraged to work beyond the confines of the church, including with external organisations in their role as we seek to build the reputation of our church and encourage people in their Christian faith.

We are rebuilding our worship pattern after Covid, when most of worship either went online, or had to be reduced to work within a restricted building. Currently we normally have two Sunday services:

8am Said Eucharist with no music (1st and 3rd Sundays)

9.30am Sung Eucharist (weeks 2, 3 and 4) This service attracts between 60 and 80 each week, including up to 15 children. This service has a blend of traditional and contemporary hymns, a congregational communion setting, and an anthem at communion. Music is from the robed adult and junior choir, with juniors going out for some activities for half the service in weeks 2&4.

9.30am Service of the Word (week 1), often with a baptism. This service attracts 50-70. The junior choir stay in for the whole service, and sing alongside the adult choir

6.30pm Holy Communion with prayers of healing week 2; Evensong week 4. The robed adult choir sing at this. Evensong has an anthem as well as sung psalm and canticles.

We also have a range of other services throughout the year:

Special Sunday evening services with the adult choir singing at all of them: on Advent Sunday (Advent Carol Service), the Sunday before Christmas (Lessons and Carols), a Sunday in Lent (Journey through Lent), Passion



Sunday (Entry into Passiontide) and the Sunday nearest All Souls' Day (Remembering a Loved One).

We mark most major festivals: Advent, Christmas, Epiphany, Ash Wednesday, Maundy Thursday, Good Friday, Easter Day (sunrise and mid-morning), Ascension Day. Harvest, All Saints. Usually there is a sung Eucharist at most of these.

We have an adult robed choir, with twenty-five regular members. We have a junior choir, currently with fourteen members (primary and secondary age). Choir practice is currently on a Friday evening. The combined choir sings every Sunday 9.30am service, and the adults sing at Sunday evening services. The choir have a week off after Christmas, Easter and do not sing in August.

We have previously had a music group who played at some services. This is about to restart after Covid, and we want to rebuild it and invite new people into it. We think they will help us diversify our music range more. There will be the option of the music group taking the lead at some Sunday morning worship when appropriate.

There are many schools in the parish, but no church schools. One school holds a carol service with us every year, and other schools use the building for some of their lessons. We really want to build links with local schools and hope music will be a way to do this.

The organ is a high-specification three manual digital organ made by Viscount. We installed it in 2016. It has won many commendations from those who play it. Whilst many instinctively feel a digital organ is not as good as a pipe one, we would encourage you to hear the organ first before you form an opinion. To the untrained ear it is hard to notice that we don't have a pipe organ. There is also a digital piano that we use to accompany some hymns.

Our church is Grade II* listed. We don't have any church hall or other facilities, so are entirely reliant on the church for all activities. We are at the early stages of planning a major reordering of the church that would create a flexible worship and meeting space, improving toilets and catering facilities and allow the community far greater use of our building.

About the role

This is a newly formed role, which has built on the responsibilities of the former Director of Music. We have added responsibility for overseeing the musical ability of the whole church and our outreach into the community.

While there is much which is very good about our musical life, we realise that Covid has really knocked us. We need to rebuild and then move on to engage more with our parish through music. There are opportunities with schools, in nursing homes, and other places where people live or gather, for our music to encourage and speak to people.

We are always open to new people joining our choirs. We have had some limited success recruiting adults, and more success recruiting juniors. But we are not complacent and want to do more. We are interested in the idea of an outreach choir, suitable for those with no or little musical knowledge or experience.

This expanded role demonstrates the church's commitment to the flourishing of music at St Peter's, and its importance in both the worshipping and missional ministry of the parish.

Under the Rector's leadership, the purpose of the role is to

1. Be the lead person for music throughout the church by:
 - a. accompanying worship and directing the choir
 - b. growing and developing the musical ability of the whole church
 - c. maintaining and developing the rich choral tradition at St Peters
 - d. developing the range of music we sing and the instruments we use
2. Use music as a tool of our church outreach to our parish
3. Oversee and support the Director of Junior Choir as they continue to rebuild and enthuse our junior choir

The Director of Music will be joining a team which is made up of

- the Rector (who is also half-time Area Dean)
- an associate vicar (working half-time)
- a part-time Curate
- a parish administrator
- lots of volunteers.

What we're looking for

We are looking for a talented choral director and musician, preferably who is also a competent organist, with a proven track record of working with adults and children alike. You will be someone who understands and appreciates the importance of music in worship, but also as a tool for mission and evangelism.

What we can offer you

We believe that St Peter's is an exciting and rewarding place to work. We can offer you

- a supportive and can-do church family which values music and wants to see it grow and flourish
- a Rector and clergy team who will give you prayerful and practical support and supervision and also freedom for you to be creative and imaginative
- a church in which there are solid foundations for music-making but also enormous potential for growth and development
- a competitive salary
- use of church organ and piano for practice and teaching
- first refusal on playing the organ at weddings, funerals and memorial services, for which a separate fee is paid (usually 10-15 a year).



JOB SPECIFICATION

Title	Director of Music
Employed by	The Parochial Church Council (PCC) of Caversham Thameside and Mapledurham
Responsible to	The Rector and PCC The Rector under Canon B20 retains the overall responsibility for all worship and music within St Peter's. This responsibility may be delegated to another clergy person and some of it shared with the Director of Music.
Line managed by	The Rector, Revd Mike Smith ¹
Responsible for	Adult choir; junior choir; music group

Responsibilities

- a. You have responsibility, under the direction of the Rector, for the music of the whole church – choir and congregation - working to develop the musical life of the whole congregation, learn new music and encourage new musicianship, to enhance the worshipping life of the whole church
- b. You will direct and rehearse the choir
- c. You will provide musical accompaniment (usually by organ or piano) for all main Sunday morning services and those other Sunday evening and festivals services specified by the Rector
- d. You will help the choir and congregation continue to develop a wide repertoire of music, including choral music, music from across the world-church and more contemporary hymns, including accompaniment by appropriate instruments
- e. You will select appropriate music for each service, in negotiation with the Rector, and prepare music lists
- f. You will work with the church leadership team to identify other opportunities within the life of the church for music and singing to support our mission as a church
- g. You will work with the church leadership team to identify opportunities in the local community where music and singing will build links with the church.
- h. You will line manage the Director of Junior Choir, ensuring they have the support and encouragement they need to develop in their role.
- i. You will have overall responsibility for the church choir, comprised of adults and juniors, but will delegate responsibility for running the junior choir to the Director of Junior Choir. You will retain oversight of the combined choir,

¹ The Rector may delegate all functions in this Job Description to another clergy person

ensuring its coherence with opportunities to rehearse and sing together as needed.

- j. You will be responsible for matters relating to the membership of the choirs, subject to the approval of the Rector.
- k. You will work with the clergy to provide appropriate pastoral care of the choir and nurture of their Christian faith
- l. You may organize and lead choir visits or tours as appropriate²
- m. You will oversee the supervision of the care and maintenance of the church's organ, other musical instruments, and musical library reporting on them to St Peter's CLT as necessary.
- n. You will oversee a budget for music, to cover the purchase or rental of music, robes, and maintenance of equipment.
- o. You will have the right of first refusal to play at all weddings and funerals held separately from main Sunday services and will be paid an additional fee for this role (£140 weddings, £100 funerals in 2022).
- p. You may permit some other competent person to accompany at any service when you are needed to direct the choir
- q. You will attend meetings as requested by the Rector.
- r. The organ and other musical instruments shall be placed at your disposal for your own practice, the giving of lessons and practice of pupils, assistants, or deputies, at such times as will not interfere with the services of the church.
- s. You will follow the safeguarding policy of the parish at all times, alongside Diocesan and national church policy and guidance, insofar as they relate to this role.



² Previously the choir have visited Cathedrals and other principal churches to sing Evensong

PERSON SPECIFICATION

Essential

We expect the successful candidate to have the following qualities. To be shortlisted for this job you'll need to demonstrate these in your application.

1. Accomplished and confident church musician, with an understanding of the role of music in worship and the ability to share their love of music and inspire others to make music joyfully and to the glory of God.
2. A person of Christian faith³ who has a strong commitment to church music, with knowledge and experience of the Anglican choral tradition
3. Experienced and dynamic choral director.
4. Able to lead – or enable others to lead – a music group.
5. Piano skills to a high standard, including the ability to play the organ and experience of liturgical accompaniment and commitment to develop your organ skills further.
6. An attractive communicator, with a proven track record of recruiting, retaining and inspiring musicians of varying ages and abilities.
7. Creative and innovative in bringing new ideas to fruition.
8. Good leadership and interpersonal skills
9. Self-motivated and able to work independently when required
10. A team player, able to work collaboratively with clergy and other church staff/officers and volunteers.
11. Versatile and flexible, with an understanding of and commitment to different styles of liturgical music.
12. Able to engage with external stakeholders and those beyond the church family to enable outreach and increase the profile of the church in the local community.
13. A self-motivator with excellent organisational and administrative skills, including the capacity to work accurately and reliably to tight deadlines, and the ability to know when to take initiative, and when to seek collaboration, advice and approval.

³ It is a Genuine Occupational Requirement for the Director of Music to be a practising Christian.

Desirable

The following qualities are not essential, so do not be put off applying because of them. But, if you do fulfil any of them, we'd love to hear about it when you apply.

1. A communicant member of the Church of England
2. Organist to a competent standard.
3. Committed to church music that is beyond that which is traditional
4. Experience of effective use of social media (working within the parish social media policy).
5. Able to work flexibly in a Christian community

Key terms

Pay	£7,500 dependent on musical ability and experience, plus separate fee for any weddings and funerals
Hours	8 hours per week, including Sunday services and an evening choir rehearsal, other midweek services as required
Place of work	St Peter's Church. Some working from home will be required.
Benefits	A pension scheme is available where appropriate; 5 Sundays off per year (when cover will be provided)
DBS	This appointment is subject to an enhanced DBS check
Contract	Permanent role. 3 month probation period.
Accommodation	Accommodation is not offered with this post.



PATTERN OF SERVICES

Sundays

8.00am Holy Communion (BCP) – no music

9.30am Holy Communion (weeks 2,3,4), Service of the Word (week 1) – full choir

6.30pm Holy Communion (week 2), Evensong (week 4) – adult choir

Weekdays

Wednesdays 9.30am Holy Communion – no music

Festivals (at which the choir will normally sing)

Advent Carols

Christmas Carols

Christingle

Midnight Mass

Christmas Day

Epiphany Carols

Ash Wednesday

Palm Sunday

Maundy Thursday

Easter Day

Ascension Day

Pentecost

St Peter's Day

Harvest

All Saints

All Souls

HOW TO APPLY

Next steps

To apply, please complete an application form and send to Revd Mike Smith at mkjsmith@btinternet.com by the deadline.

Deadline: 7th December 2022, 12 noon

Interviews: 16th December 2022

Start date: As soon as possible thereafter

For an informal conversation about this role, contact Revd Mike Smith at mkjsmith@btinternet.com or on 01189479505.

Further information



Our website: www.ctmparish.org.uk