



Job Description

ALL SOULS MUSIC - Senior Music Minister at All Souls Church

All Souls has a unique and privileged role in the church today - geographically central, theologically conservative but outward looking, musically unique and creative and, as many have found, a beacon of inspiration.

Dr Noel Tredinnick has been Director of Music for over 45 years and leaves us with a rich legacy of musical excellence and creativity, notably in the life of the All Souls Orchestra. Our desire is to honour that legacy and to build on it and and develop it. This is an opportunity to recast it for the enjoyment and enrichment of the next generation.

There is a huge opportunity to shape All Souls Music in a 21st century context, and leading a team striving to reach out to a new generation of worshippers.

We are expecting the Senior Music Minister, in close consultation with the senior team, to develop their own vision for music (and the arts) which will serve All Souls primarily but the wider church, too, as opportunities arise.

1. ALL SOULS TODAY

In the heart of London's West End, All Souls is a conservative evangelical Anglican church with a large and diverse congregation. We seek to use our rich heritage, our exciting location and international fellowship in the extension of Christ's Kingdom. Our vision is to grow an international community to reach a multicultural society for Christ. All Souls welcomes over 2,000 people to its morning and evening services each Sunday, with a core membership of around 1,500. This membership is made up of around 60 nationalities and, whilst a significant group are in their 20's and 30's, we have a wide spread across all age ranges, expressed in our student, children, youth and families work. Part of the nature of being a church in the centre of a fast-moving capital city is the constant turnover of the congregation (perhaps as much as 70% every three years). We see this as a great opportunity, sending Christians on better equipped through their time at All Souls to serve Christ across the world.

For further information about the whole range of All Souls activities and the staff team, please refer to our website: www.allsouls.org

2. THE PERSON

a) Personal Life:

The Senior Music Minister will be totally committed to the mission and stance of All Souls, teaching and living consistent with its conservative theological beliefs..

b) Leadership style:

The Senior Music Minister will be a servant-hearted leader, combining an ability to value people, stay calm under pressure and handle difficult situations and personalities. The person will also be mature in understanding and applying Biblical teaching.

c) Musical skills:

Proven musical leadership skills for both congregations and instrumentalists across a wide range of classical and contemporary styles and an ability to rehearse and inspire players to high levels of performance for the sake of the Gospel. With the help of the team, capable of maintaining excellence in music and administrative matters.

An ability to curate and grow a repertoire of praise songs and performance music which incorporate hymns and contemporary songs effectively, as well as new arrangements of familiar hymns - all of which allow the congregation to be encouraged, to encourage one another, and to engage their hearts and minds in the sung worship of our God.

Essential requirements are: a first Degree in Music; and an ability to demonstrate significant achievement in music as performer, conductor, leader, arranger (preferably with first instrument being piano or organ). Ideally, we would like the Senior Minister of Music to have orchestral conducting experience.

3. SCOPE OF THE ROLE

The main responsibility of the Senior Music Minister will be the leading and musical accompaniment of sung worship in the All Souls church family. It will need significant musical and leadership skills but also pastoral sensitivity and wisdom; guiding, training and caring for the spiritual character and culture of the church family as well as the music team and volunteer musicians.

a) Lead

As leader of the music team, the Senior Music Minister will be expected to unite the team around the vision and deliver it for All Souls.

Leadership skills to inspire, organise and sustain a staff team as well as musicians will be needed. The person will be comfortable leading from the front and have considerable skill on a leading instrument, ideally organ or piano.

The right musical skills will be vital to choose, rehearse and lead music for the various services and events, but it is also essential to have a good biblical understanding of how music serves the church, and the wisdom to select songs with rich, biblical lyrics and music that is connected to the past while being culturally engaged and excellent. All for a multigenerational and multicultural church.

b) Attract and Integrate

The Senior Music Minister will need to recruit new generations of musicians to the church to serve the congregation. Responsibilities would include rehearsing musicians (orchestral groups and contemporary bands) so as to deliver high quality music for the All Souls church activities and other events. Connecting with music students is a key priority.

We want to grow godly musicians, trained as disciples, as well as good musicians trained to play skillfully. The person would need a sense of pastoral responsibility to the team as well as the music volunteers, and, with the team, work to integrate musicians into the life of the church.

c) Multiply

We want our ministers to grow others who can serve and lead, not just play, at different levels themselves. Developing the next generation of musicians and song leaders will be an important element in the training ministry.

d) Serve and Share

We are a gospel and therefore 'give away' church with a history of serving the wider church. In due course we would want the new Senior Music Minister to see how our resources can best serve and be used for the wider church and for gospel mission in this day and age.

e) Support

The Senior Music Minister is part of leadership of the whole church family and would be expected to work closely with the ministry team, contributing to the support, pastoring and training of the congregation as well as be ready to serve in any other additional ways the Rector may require.

4. CURRENT PRINCIPAL RESPONSIBILITIES

a) Lead

Leading the All Souls Music Team in the delivery of high quality music support for:

All Souls Church services & activities:

- All Souls regular services/activities (Sunday, Lunchtime, Prayer Gathering, Christmas)
- Special services (Memorials, weddings, funerals, Diocese events, etc)
- Mission/outreach activities in AS
- Church summer houseparty (Cornerstone) and other weekends

Music ministry for the next generation (0-18, Schools, Students)

- Oversee supporting music within All Souls 0-18 activities (via staff post)
- Oversee development of the Prom Praise for Schools project (see also sharing resources)
- Oversee training young musicians, musically and spiritually (via staff post)
- Oversee liaison with the student ministries to develop and support the music provision at student activities, and particularly to support outreach to and support for students at London's music colleges (via staff post).

b) Attract and integrate

- Personally attract the best quality musicians and actively integrate them into the life of the church, through pastoral care and discipleship - seeking to grow godly Christian musicians.
- Direct the Music team as a whole similarly to work to integrate the musicians fully into the life of the church.

c) Multiply

- Direct & lead the plans of the music team to build and enable musicians and singers to develop their gifts and skills in serving God to their very best ability - particularly in training them in leading worship with clarity and energy.

d) Share - gifts and resources

Where capacity allows, resource the wider church and use music in the mission of the Gospel.

Currently this includes:

- Concert and other major outreach activities - directing and developing opportunities given to the All Souls Orchestra in a range of events including Prom Praise and Prom Praise for Schools.
- Diocese activities - representing All Souls Church within the London Diocese, by sharing our music resources at Diocesan events when requested.
- Events and conferences - represent All Souls Church in the wider Christian world by leading, advising and providing musicians for various Christian events & conferences.
- Overseas mission and outreach activities (presently active in France) - to support the outreach of Evangelical ministry in countries where Evangelical church is minority - by providing non-threatening cultural events .
- Publishing & arranging - composing and arranging (and/or supervising arrangers) to develop new repertoire. Also, share the vast resource of historic and new arrangements through workshops and online publications (via staff post).
- Recording and broadcasting - being both proactive & reactive, in producing recordings (audio or video) of All Souls musicians activities (concerts, etc). Also responding to requests from broadcasters (TV & radio) to provide programmes both in All Souls and at other venues.
- Fundraising - in support of these activities, mobilise potential donors for music ministry and working with the All Souls Music Manager to generate funding for outreach activities.

e) Support - ministry of All Souls as Rector requires, including (but not limited to):

- contributing to support, pastoring and training of the church family as a whole
- in conjunction with the All Souls Music Manager and All Souls Director of Operations work towards good management of the Music Staff team and key volunteers
- ensuring good maintenance and provision of all key equipment and instruments - notably historic All Souls organ and Steinway piano.

5. BACKGROUND - ALL SOULS MUSIC

The All Souls Orchestra currently has a local and international ministry. It provides occasional orchestral worship support for All Souls services; brings considerable encouragement to churches around the country; and is nationally (and internationally) known through the annual events at the Royal Albert Hall, Prom Praise and Prom Praise for Schools. There has also been considerable scope for international mission opportunities.

Due to this significant history of music ministry and the extent of the outreach activity outside of the church building, a separate charity exists to handle this. All Souls Music (Langham Arts Trust) manages all music activity on behalf of the All Souls PCC who have delegated the day-to-day governance of the Trust to a Board of Trustees. Rector and Church Wardens are included among the Trustees. This post-holder is answerable to the Trustees and line managed by the Rector.

The post-holder works closely with the All Souls Music Manager who supports the role by taking responsibility for the day-to-day management of the music team, future planning, charity governance and financial administration. The music team as a whole includes a number of full and part-time roles looking after both music and administrative tasks.

6. ADMINISTRATIVE DETAILS

This is a full-time senior position on the All Souls Ministry team. Appropriate compensation package from £47,681 pa. inclusive of Central London Allowance - will be offered based around the skills, experience and circumstances of the preferred candidate.

For a confidential conversation to discuss details, please email janet.obrien@allsouls.org

Please submit completed applications to recruitment@allsouls.org

7. APPLICATION DETAILS

Applications should include:

- a. A completed application form
- b. A CV
- c. A statement explaining why the role is of interest to you and why you are suitable for the position.
- d. We will also require recorded examples of (1) performing, (2) worship leading and (3) conducting -
our preference would be a video in any suitable format (youtube, .mp4, .mov or similar).

Application closing date: 18 February 2019

Interviews will take place on:

1st Interview - week of 25 February 2019

2nd Interview - week of 4 March 2019

Preferred start date: June/July 2019 (with attendance at Prom Praise at the Royal Albert Hall Saturday 27 April 2019, as a guest)

There is an occupational requirement that the job-holder is a Christian under the Part 1 of Schedule 9 to the Equality Act 2010.
