

**SAINT MARY
NEWINGTON**



**KENNINGTON
LONDON SE11 4JQ**

**DIRECTOR OF MUSICAL ENGAGEMENT
VACANCY INFORMATION
MAY 2024 (for Sept 2024 start)**



Pilot Project Carol Service December 2023

Closing date: 5pm 29th May 2024

Interview date: Saturday 8th June 2024 (10-4pm)

Commencement date of post: September 2024

**Contact for questions or to arrange an informal chat: Father Stuart
newingtonrectory@outlook.com**

INTRODUCTION FROM THE RECTOR

Dear Candidate, I am delighted that you are interested in this new and exciting post as Director of Musical Engagement (DME) at St Mary Newington. Last autumn we ran a successful pilot project which demonstrated the potential for a thriving musical life at St Mary's. Singers were recruited and rehearsals held in two local primary schools, at a local Saturday music school and with a small group from the congregation. The outcome was a wonderful carol service, attended by over 300 people and led by thirty-six local children, members of the congregation and a quartet of professional singers.

We now seek an excellent musician to build on this and lead a regular programme of choral provision at St Mary's. The post requires an entrepreneurial and pioneering spirit that will relish the opportunity to create and shape this new venture. Resilience and flexibility will be essential to embrace the challenge of starting something new as opposed to inheriting an established project. The DME must have a passion for choral music not only for its own sake, but also as a conduit for growing community, enhancing worship and enriching people's lives. They will enjoy working with children from diverse and disadvantaged backgrounds and nurturing those with little or no musical training, to develop in capability and confidence as singers. There will also be the opportunity to work with advanced singers as three strands are envisioned to make the choral outreach and its impact broad and inclusive:

The first strand is forming a children's choir. The DME will be a role model who leads engaging and focussed rehearsals to inspire a love of singing. They will employ effective behavioural management techniques and have a due regard for good safeguarding practice and professionalism. Strong interpersonal skills are essential to build good relationships with the children, their families and the local schools. Good organisational and efficient communication skills will be utilised to maximise participation and attendance. We would begin by working towards the children singing for Harvest and at a Christmas Carol Service, with the intention that they would eventually sing one Sunday per month at the Parish Mass.

The second strand will be the formation of a congregational / community choir where adults and teenagers of mixed ability can be included in leading the singing on one Sunday per month. It is envisaged that they would rehearse one Sunday a month after Mass. This will be an important element of ensuring that everyone feels there is an opportunity for them to engage with the new music programme.

The third strand provides the opportunity to work with more experienced and competent singers. We will establish four choral scholarships for young adults who the DME will direct and develop. They will provide music on two Sundays of each month, introducing some quality polyphonic singing and giving the children something to aspire to. It is envisaged that they would rehearse before the services they sing at. Eventually, they will sing from time to time with the children or congregational choir.

The DME will be supported in this innovative and transformative work by myself as the rector, an organist and a team of volunteers from among the congregation and parent body, which we hope to form. They will be regarded as a leader in the life of St Mary's, working with others to further its mission to be an inclusive church, building community and nurturing faith. Although a committed Christian faith is not essential to the role, a commitment to using music to build up and nourish the church community is essential. As such, the desire to interact with members of our diverse and friendly congregation over refreshments after mass will be important as part of being a bridge to help new singers and their families integrate too. Although initial funding is for one year, we are hopeful of gaining the funds to extend beyond a year and move to longer fixed term or permanent post.

If you feel inspired to apply for this role I look forward to receiving your application and am very happy to have an informal discussion at any point during the process.

Yours,



The Revd Stuart Labran | Rector



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ABOUT ST MARY'S CHURCH AND ITS CONTEXT

Located between Kennington tube and Elephant and Castle, St Mary Newington has a vibrant and friendly congregation representative of the diverse population of the parish. We love that those in our church community are varied in terms of age, race, social background, personal circumstances, political leanings, gender identity and sexuality. Questioning minds are welcome and we appreciate that nurturing faith also includes recognising and exploring people's doubts. The church uniquely draws together in one community differing demographics of people who might otherwise not know each other.

Regular attendance at the Parish Mass is between 50-70 people, swelling to over 100 for various festivals and occasions throughout the year. Our worship and ethos sits within the inclusive catholic tradition of the Church of England. As a parish with traditional and ceremonial worship, in recent years there have been a noticeable number of adults in the 20s-40s age bracket.

In January 2023, the parish underwent a change of leadership and an exciting time of renewal and development has begun. The new rector has focussed on restoring the quality and spirituality of our liturgy post pandemic, whilst simultaneously nurturing the friendly and unpretentious atmosphere within the congregation. Inclusion of young people as servers and readers has increased, a Sunday School has been reestablished, a new preschool area created at the back of the nave, and formation and social activities arranged for teenagers. Study groups for adults and several large social events have been held to build up the life of the parish. One example would be our Pentecost Mass and BBQ in 2023, attended by approximately 140 people.

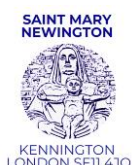
Saint Mary's is an ancient parish, founded over 800 years ago. In that time many buildings have been burnt down, damaged by weather, demolished to make room for others, or bombed! The current church is a handsome sixties building, in a "stripped back classical style", designed for High Church worship. There is an ambitious program of renovation and restoration underway to make the building more usable for a greater variety of church activities and community groups. There is also a plan to build a community centre and flats which is the final stages of negotiations.

MUSIC AT ST MARY'S

St Mary's has a fine Henry Willis Organ and a regular organist, but has not had a Director of Music for some years. The Sung Parish Mass involves singing hymns, a responsorial psalm and a congregational Mass setting. The addition of new choirs would be to enhance this, adding anthems and boosting the congregational singing. It is not envisaged that Masses would become fully choral as in a cathedral but a new vibrancy would be brought that would give worshippers opportunity both to listen to the choirs, but also remain engaged in singing themselves. There was once a choir which sat in the organ loft, but this dwindled several years ago and only two of its former members remain. The current rector is passionate about church music, having previously been an organist and cathedral lay clerk. It was the rector who ran the recent choir pilot project which saw 36 local children join with others to sing in a carol service last December and has driven the fund raising for a new post of Director of Musical Engagement.

Since January 2024, the Jonas Foundation UK uses St Mary's on Saturdays to provide instrumental and vocal lessons to local children. They sang at our last carol service and there is potential for further collaboration. We also have a good relationship with the Zinafe Zimbabwean Mother's Union Choir who meet twice monthly at St Mary's. They have sung on occasion at the Parish Mass and there is potential for further collaboration.

The new post of Director of Musical Outreach is part of a drive to elevate our worship and increase inclusion as part of the parish's Mission Action Plan. One objective of the MAP was finding new ways of engaging with children and young people. The choral engagement program will be key to delivering this and it is hoped that the right person can be found to help bring it to fruition.



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JOB DESCRIPTION

Job Title: Director of Musical Engagement

Remuneration: £12,000

Employer: The Parochial Church Council of St Mary, Newington (Kennington)

Time commitment: 10 hours per week, 46 weeks per year, to include school term time. Up to four hours on Sunday mornings and the rest for weekday contact with child choristers and musical admin. Extra services and events at certain points in the year as outlined in schedule below with time given back in lieu at other points in the year (weeks spent away from the parish will need to be outside of term time). An example of a Sunday morning may involve: 9am rehearsal with choral scholars, 10am Mass, 11:30-12:15 rehearse congregational choir ready for the following Sunday. There may be periods when the DME feels the need to work more hours and would then take time back in lieu at less busy times. You will have the ability to shape the pattern in consultation with the Rector.

Schedule of extra services and events throughout the year: Ash Wednesday, Maundy Thursday, Good Friday, Easter Eve, Christmas Carol Service (December) and one concert per year (Christmas Eve and Christmas Morning are currently negotiable).

Contract: 1 Year fixed term (with 4 month probationary period) with the hope to move to a longer fixed term or permanent role, dependent on funding. We are relatively confident of securing repeat / further funding.

Base location: St Mary's Church, Newington, 57 Kennington Park Road, Kennington, SE11 4JQ

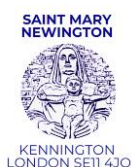
Reporting to: The Rector of St Mary, Newington

Background: St Mary, Newington is a Church of England parish in the catholic tradition. Our community is rich in its diversity and open to all, regardless of race, gender, sexuality or background.

Key relationships: Rector, organist, staff contacts at local schools, singers and their families.

Job purpose: To pioneer our new music programme. Through this they will:

- Enrich the worship at St Mary's and contribute towards its growth through the encouragement of singing and provision of musical opportunities.
- Bring the gifts of a high quality, accessible and engaging musical education to local children, many of whom would not otherwise receive them.
- Promote and improve singing among the congregation of the church.
- Increase inclusion and participation in church life of families in the local community through the children's choir and of individuals through the congregational / community choir.



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Key Duties:

The role covers a wide range of responsibilities as outlined below (these may be adjusted from time to time as required, in negotiation with the Rector):

- Subject to the general direction of the Rector, be responsible for the care and oversight of all the music in the church, ensuring that it is in line with liturgical practices and the expectations of the Parish.
- Recruit, train and develop a children's choir. After initially singing at Harvest Festival and a Carol Service, it is intended that they will sing once a month at the Parish Mass.
- Maintain and develop relationships with local schools, particularly Crampton and Keyworth schools, and work closely with staff at schools to develop a collaborative approach to supporting choristers, ensuring streams of recruitment and mechanisms for referring pupils to the choirs.
- Work closely with parents and volunteers, encouraging their support of the choir.
- Communicate regularly with parents, schools, and other stakeholders as appropriate, in collaboration with other staff and volunteers, promoting the choirs in the community.
- Ensure that the music programme complies with St Mary Newington's Safeguarding policy, and that a strong safeguarding culture is maintained.
- Encourage singing and participation in church life among adults and teenagers including development of a congregational / community choir to sing once a month at the Parish Mass.
- Direct and develop a new quartet of choral scholars who will sing at the Parish Mass on two Sundays of the month.
- Undertake necessary admin to successfully manage and resource the music programme.
- Be responsible for researching, selecting, and preparing Music Lists of appropriate choral music for services in collaboration with the Rector, and distributing them appropriately, well in advance of the listed services. The Rector will select the hymns with input from the DME.
- Be responsible for arranging cover of suitably skilled deputies for periods of agreed absence.
- Line-manage the organist and find suitable organ cover when needed for periods of agreed absence (or provide organ cover on occasions if the DME is an organist).
- Line-manage the development and running of the Choral Scholarship Scheme. This will include supporting the Rector in recruiting, coordinating with and developing the Choral Scholars.
- Jointly manage the music budget with Rector.
- Undertake own administration and correspondence and attend relevant meetings as required, including a monthly meeting with the Rector and other relevant officers.

- Foster a culture within the choirs that supports the mission and values of the church – in particular, encouraging collaboration, integration and progression among the choirs.
- Acting as Cantor at the Parish Mass when required and particularly until the different choirs are fully up and running.
- Raising funds for the music through working with the Rector to seek grants and complete applications.
- The Rector and Director of Musical Outreach

Secondary duties (dependant on time permitting):

- To promote use of the church for music and arts and attempting to secure some regular bookings.
- Being the link between the church and the Jonas Foundation Music School who use the building and exploring possible collaboration.
- Any other reasonable duties relating to this post as may be requested by the Rector.

Person Specification

Essential requirements, skills and characteristics:

- An excellent musician and choral practitioner who is passionate about church music.
- The ability and desire to inspire and work well with children from diverse backgrounds and foster their musical development.
- A desire to bring the joy of choral music to those with little musical training and nurture their competence and confidence.
- An inclusive approach to enjoy running a congregational choir of mixed musical ability and build up the confidence of congregation members in singing.
- Someone with an understanding of the place of music within the liturgy.
- Previous experience of singing or directing music in a church of any denomination.
- Someone who can embrace our church's inclusive catholic ethos and share the vision of the PCC that music is a strong conduit for church growth.
- Strong people skills and approachability with a desire to get to know the congregation and integrate within the church community.
- Ability to work independently, to use initiative and be entrepreneurial.
- Good keyboard skills to lead rehearsals without an accompanist.
- A due regard for safeguarding and promoting the welfare of children, young people and vulnerable adults and to follow all associated child protection and safeguarding policies as adopted by the Diocese and parish.

Desirable skills and characteristics:

- Ability to play the organ, although for an outstanding choral practitioner, adequate keyboard skills to run rehearsals without accompaniment are sufficient.
- Graduate level music qualification.
- Sense of humour.
- Openness to a range of church music including gospel, spirituals, Taizé and modern worship songs would be welcome (although currently, the majority of music at St Mary's is traditional).

Equal opportunities, Anti-Racism & LGBTQ+

St Mary, Newington is committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work, and to be committed to the flourishing of all people in our diverse community.

Safeguarding

St Mary, Newington is committed to safeguarding and protecting the welfare of all children, young people and vulnerable adults, and expects all staff and volunteers to regard Safeguarding as paramount. An enhanced Disclosure & Barring Service (DBS) check is a requirement of this post.

PHOTOS OF PARISH EVENTS









