

St Peter and St Paul, Seal Freelance Choir Director

Seal Church has a long tradition of music-making, with a robed choir. We currently (Feb 2024) have three regular freelance organists, and a few volunteer instrumentalists who play for All Age Worship. The church is about to enter an interregnum, with the possibility of reorganisation.

About the choir

Seal Church choir is a mixed ability group of about 12 singers, including a couple of young people. There are no auditions to join, and the members wish to keep it that way. Some singers are confident and can read music; others are less so. Currently the choir sings an anthem approximately once a month and sings at special services such as the Carol Service, and other Festival services. They rehearse on Wednesday evenings during school term times, but this is open to negotiation.

When asked what they liked and valued about Seal Church Choir, members said:

- The opportunity to sing with other people and to help lead worship
- Making a wide variety of music together.
- Encouragement to learn and to grow musically
- The inclusive and welcoming ethos.
- Collectiveness and friendship
- No pressure, singing for pleasure
- The “mini-community” that is built within the choir



Job description

- To ensure the smooth and efficient running of the Choir for Church Services.
- To direct weekly Choir practices in school term time.
- To direct the Choir in church when there is an anthem during the service and at special services – Christmas Carol Service and other Festival services, for example.
- To advise and assist the Vicar in choosing music.
- It would be an added bonus if the choir director could lead the instrumentalists who accompany our All Age Worship.

Person specification

Essential

- Background in, and familiarity with, church music both traditional and modern.
- Flexibility and willingness to lead, and encourage the choir to sing, a wide range of styles of music.
- Ability to encourage singers with a wide range of musical abilities.
- Kindness and respectfulness

Desirable

- It would be an asset if the choir director was able to play the piano for choir practices and accompany the choir if necessary at services.

Remuneration

Remuneration is negotiable, but we currently pay:

Weekly Choir Practices for 1 hour: £25.00

Practices before major Services e.g. Carol Service: £15.00

Who oversees this work?

The Vicar, or during the interregnum, the churchwardens and Reader, in consultation with the PCC, referring issues to the Area Dean if necessary.

This is a freelance post. The holder will be responsible for declaring their income to HMRC.

10/04/2024

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SAFEGUARDING

Safeguarding

The Church takes the safety of everyone within the Church very seriously and expects that everyone will abide by the Church's safeguarding policy and procedures. The Church expects anyone who becomes aware of a safeguarding risk or actual abuse, to immediately raise this with the Parish Safeguarding Officer.

As the role involves working with children and vulnerable adults, an Enhanced DBS check will be required, as well as Safeguarding training at Leadership Level.

Claiming expenses

Legitimate expenses which have been agreed in advance with the Incumbent and the Finance Coordinator can be claimed back from the Church. Claims need to be made within three months, and you will need to provide a receipt or proof that you have incurred the expense.

Anti-bullying and Harassment Policy

All post holders, paid or voluntary, at Seal Church are required to abide by Rochester Diocese's Anti-bullying and Harassment Policy. The full document can be found here <https://tinyurl.com/e9bv2tt>

The kind of behaviours which might be classed as bullying or harassment may include the following, which are taken from the Policy:

What are bullying and harassment behaviours?

Bullying and harassment may be against one or more people and may involve single or repeated incidents ranging from extreme forms of intimidating behaviour, such as physical violence, to more subtle forms such as ignoring someone. It can often occur without witnesses. Examples include:

- unwanted physical contact
 - unwelcome remarks about a person's age, dress, appearance, sexuality, race or marital status, jokes at personal expense, offensive language, gossip, slander, sectarian songs and letters
 - posters, graffiti, obscene gestures, flags, bunting and emblems
 - isolation or non-cooperation and exclusion from social activities
 - coercion for sexual favours
 - pressure to participate in political/religious groups
 - personal intrusion from pestering, spying and stalking
 - failure to safeguard confidential information
 - shouting and bawling
 - setting impossible deadlines
 - persistent unwarranted criticism
 - personal insults.
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