

Job Description: Music Minister

Job title:	Music Minister
Location:	All Saints Church, The Tiger (administrative base), Home
Contract:	Permanent. 6-month probationary period.
Hours of work:	40 hours per week, to include Sundays
Holiday:	6 weeks, including 5 Sundays (plus Bank Holidays) 4 wellbeing / retreat days per year
Salary:	£28-34k (depending on experience) Housing provided (including water, council tax) 8% non-contributory pension
Reporting to:	Vicar
Key relationships:	Vicar & Clergy, Wardens, PCC, Staff Team, Service Leaders & Preachers, Volunteer Musicians, Community links

It is a Genuine Occupational Requirement (GOR) for the person in this role to be a practising Christian. They will be a worshipping member of All Saints Church and as such be in full agreement with the ethos of the church.

This post requires close working with young people and potentially with vulnerable adults. It will, therefore, be subject to an Enhanced Disclosure from the Disclosure and Barring Service (DBS).

Job purpose
<ul style="list-style-type: none"> To be responsible, under the Vicar, for the management and delivery of the musical life of All Saints, including regular Sunday worship, prayer meetings, festivals and musical outreach opportunities.
Main duties
<ol style="list-style-type: none"> Developing worship <ul style="list-style-type: none"> Oversight of music at 9.30am, 11.15am & 6pm services. Managing the rota, repertoire and training and equipping of musicians. Encouraging, recruiting to and nurturing the music teams, whilst leading regular rehearsals. Providing direction to the sound and vision teams to ensure the audio-visual elements facilitate worship at ASL. Managing the Music & Worship budget and ensuring licenses are kept up to date and reporting made to CCLI. Resourcing Ministry <p>It's our vision to grow and strengthen existing congregations and establish new ones locally. To that end you will be:</p> <ul style="list-style-type: none"> Able to recruit and train music leaders, releasing the gifts of others. Able to coach and mentor aspiring musicians within the church. Sensitive in helping congregations adapt and embrace new forms of worship. A resourcer to the wider church, using your gifts to serve beyond our parish as opportunities arise.

3. Festivals & Outreach

- Gathering, inspiring and training musicians and singers to lead worship which will be fitting for major festivals and other occasions.
- Orchestrating and arranging music for major events as needed (e.g. Christmas and Easter services).
- With the vicar and leadership team, exploring how best to use musical and artistic performances for local outreach.
- Maintaining relationships with the local arts community and performers who use our buildings.

4. Pastoral

As a minister you will share in the pastoral care of the church family, including (but not limited to) the music teams. Outside of festival times, this may include:

- Meeting 1-2-1 to disciple members of the church
- Reading the Bible with new Christians
- Having 'gospel conversations' with those exploring Christianity
- Meeting to pray with those in specific times of need

5. Youth & Children

- Supporting the children's ministry by making provision for music at All Saints Kids' events as needed (e.g. Holiday Clubs etc.).
- Engaging teenagers in playing/singing at Sunday services and leading worship, especially at the 6pm service.
- Take opportunities for outreach and engagement with local schools.
- Being aware of and implementing safeguarding best practise (defined by Church of England and Diocese of Chichester) when working with young people, including keeping training up to date.

6. Media *(if gifts allow)*

Releasing wider gifts to serve the church, such as Media. This may include:

- Assisting in video production for occasional videos (eg. Stewardship appeals, major event advertising)
- Producing artwork for events and sermon series.
- Helping the team to have high standards and attention to detail in our communication.
- Making the most of every opportunity in the realm of Social Media.

7. General

- Where opportunities arise, provide wider training and equipping of musicians in locality through various networks.
- Be an active member of the church community and staff team, undertaking any other duties at the direction of the Vicar.

Person specification

	Essential	Desirable
Character	Loves Jesus - a clear faith. Loves people - a pastoral heart. Is seeking to grow spiritually - with a faith rooted in the Bible and devoted to prayer. Servant hearted - a team player. Emotionally intelligent, with relational warmth.	
Experience	Has led a church-based music ministry, including young people, in rehearsal and performance. Has pastored people in a church context whether through reading the Bible 1-2-1, small group leadership or pastoral care.	Has built and deployed multiple teams of musicians. Has conducted an ensemble.
Knowledge	Awareness of and commitment to safeguarding best practise, as defined by the Church of England and Diocese of Chichester. Familiarity with contemporary and traditional Christian music.	Understanding of AV systems and music technology. A formal music, worship or theology-related qualification.
Skills	Ability to lead worship on a middle instrument (piano or guitar) to a high standard. Able to lead music groups and congregations in contemporary and traditional musical styles. Able to play and coach multiple instruments. Well organised. Able to manage time and work independently. Good IT skills; Email & Office.	Ability to lead worship vocally. Ability to arrange music for orchestral instruments in worship. Proficient with relevant software eg. ChurchSuite, Sibelius Gifts with media and design.

All Saints Lindfield: Ethos Statement

All Saints is an Anglican evangelical parish church in the Diocese of Chichester, committed to expressing our faith in Jesus Christ through loving service and the joyful proclamation of the gospel. As a missionary congregation we seek above all to make disciples and to see God's Kingdom grow in our community and beyond.

We place strong emphasis on nurturing life-giving relationships—with God, with one another, and with those we are called to serve. Our desire is to cultivate a church family in which everyone feels welcome, included, and encouraged to flourish as together we follow Christ in costly obedience. We take safeguarding seriously and strive, as leaders, to model a Christ-like way of life and pattern of leadership.

Members of the All Saints staff team are ambassadors of this vision and are therefore expected to support and embody our ethos and our Core Convictions, which are expressed as follows:

- *Christ Centred* - we gratefully focus on God's Son, crucified for our sins, risen, glorified and returning.
- *Bible Rooted* – we obediently submit to God's Word as our supreme authority in all matters of faith and life.
- *Spirit Empowered* – we humbly depend on God's Spirit in His life-giving power in all we do.
- *God Glorifying* – we joyfully honour God's name, pointing to Him and seeking to please Him both in what we do and how we do it.
- *Church Growing* – we generously use God's gifts to welcome all, to love and serve one another and to grow as a part of the church family.
- *World Reaching* – we confidently share God's gospel in word and deed, both locally and around the world.

Furthermore, the staff team will believe and embody the orthodox Christian faith revealed in the Bible, set out in the universal creeds and in accordance with, among others, the CEEC Basis of Faith and Declarations.