

LANCASTER PRIORY

*A Welcoming and Inclusive Christian Community,
Serving the People of Lancaster*

Director of Music Application pack



www.lancasterpriory.org

The Priory and Parish Church of St Mary, Lancaster St Mary seeks to appoint a Director of Music to start as soon as possible after October 2016 (by mutual arrangement).

1. Director of Music

The Director of Music (DoM) will take a leading role within the life of our church. Lancaster Priory is a “Welcoming, Inclusive Christian Community, Serving the People of Lancaster” and we seek to embody our Mission Statement in all aspects of our life, from our worship to our priorities for mission and outreach to the local community. We would hope that our DoM will have a knowledge of the Christian faith and liturgy, and be supportive of our inclusive ethos and our commitment to mission and outreach. We would expect the successful candidate to have a degree in music or equivalent. Good IT (including Sibelius) and administrative skills will be important in running the Music Department. The DoM will play a key leadership role, from enriching our worship through music, to building up a programme of events both in the church and in local schools to enhance the musical life of the area. S/he will engage fully with schools in the area to develop and encourage the enjoyment of music, especially singing, and to recruit new choristers. S/he will be alive to the potential such engagement offers for outreach. There are two excellent primary schools in the parish and an outstanding Church of England Academy, Ripley St Thomas, with around 1,800 pupils from years 7-13, and which has its own Chapel and Chapel Choir with around 50 young choristers, and it is hoped that the present excellent relationships between Lancaster Priory and Ripley St Thomas will continue and grow. We also have many choristers who attend either Lancaster Royal Grammar School (for Boys) or Lancaster Girls' Grammar School.

2. Context

Lancaster Priory is a significant Grade I listed church, and has a civic role for both the City of Lancaster and the wider community in the County of Lancashire. There are annual civic services for the Mayor and Council, and for the High Sheriff of Lancashire and the High Court Judges holding court in the county. There are also close connections with the Duke of Lancaster’s Regiment (there is a significant Regimental Chapel within the Priory) as well as the Royal Navy (in particular with HMS Lancaster) and the RAF. There are close associations with the Crown, as HM The Queen is also Duke of Lancaster. The city is close to the Lake District, and has good access through road and rail networks to Manchester, Glasgow and Edinburgh, and it is a 2 and a half hour rail journey to London Euston.

Worship in the Priory is in the inclusive catholic tradition, with vestments and incense. We have a regular congregation of up to 200 for our main Sunday morning worship. As a civic town-centre church our key services through the year, such as Remembrance Sunday, attract congregations of around 400 people.

Our robed choir is well-established and varied. Some members have been singing for many years, while we continue to recruit boys and girls for the top line. We currently have 14 boys and 18 girls, and they take it in turns to sing with the back rows of Altos, Tenors and Basses. (If boys sing for the 10 am Priory Eucharist, the girls sing for Choral Evensong and vice versa). Finance of the choir is a major challenge and funding has been found from various charitable trusts, as well as the Lancaster Priory Music Trust, which seeks to raise funds for our music foundation. It is hoped that the new DoM will be able to be proactive in seeking funding to ensure the financial security of the Priory's Music Foundation. We are currently seeking funding to provide three choral scholarships (ATB) at the Priory.

We have a committed and talented Organist, Ian Pattinson FRCO. There is a very fine pipe organ in the Priory, installed in 2012, comprising a Willis organ in the West Gallery and a Harrison organ in the North Choir Aisle, both played from a single moveable console. For recitals this can be moved to the front of the nave. Whilst proficiency on the organ would be welcome, it is not a requirement for the post of DoM. There is also an Assistant Choir Director (who covers the absences of the DoM) and a Junior Organ Scholar, who is currently a pupil at Ripley St Thomas Academy. It may be possible to appoint an Assistant Organist if the DoM is not an organist.

In recent years Lancaster Priory has become a sought-after venue for concerts, and we regularly host "The Sixteen" on their national tour, and have hosted concerts as diverse as Rick Wakeman and English Touring Opera. As well as singing for services throughout the year, there is a Priory Festival in September, which includes a big concert with the Priory Choir and Priory Festival Orchestra, and in the Christmas season, there are two performances of a Priory Christmas Candlelit Concert featuring choir, orchestra, and local schoolchildren. We have a Concert Administrator who is responsible for the detailed arrangements for external concerts, and who also supports our own concerts.

We have also introduced Singing Days for local schoolchildren in association with the RSCM, and we are hoping to find funding to employ a Music Outreach Officer to work in local schools to encourage children to sing.

2. Pattern of worship

- The principal Sunday service is the Priory Eucharist is at 10.00 am. On the first Sunday of the month this is a more relaxed All Age Eucharist, which is followed by Choral Mattins at 11.30. Choral Evensong is sung weekly throughout the year (except for choir holidays) at 6.30pm.
- Feast Days and Festivals are often transferred to the Sunday, however special services include: Advent, Christmas, and Epiphany Carol Services; Midnight Mass and Christmas morning. There is a Choral Eucharist every evening in Holy Week at 7.30 pm, The Good Friday service is at 2pm and the Easter Vigil and Ceremonies are celebrated on Holy Saturday at 7.00 pm. There are evening celebrations of the Eucharist for Ash Wednesday and Ascension Day, and an All Souls' Requiem Mass is sung on the first Sunday in November at 6.30 pm instead of Choral Evensong. On Remembrance Sunday we hold a major service attended by local dignitaries and the Armed Forces and cadets at 11.30. We also host special services for the Mayor of Lancaster, and for the High Sheriff of Lancashire. Other occasional services for the City and County may take place to mark significant milestones in the life of the City, County, and Duchy of Lancaster, as well as national occasions. As HM The Queen is Duke of Lancaster significant Royal occasions are marked in Lancaster Priory with special services, and Royal visits take place from time to time.
- There is a busy schedule of Occasional Offices. 30 weddings were booked for 2016, and they often request a choir; there are also a number of funerals and memorial services at which we seek to provide a choir.

3. Key responsibilities

To provide vital musical leadership that will both enrich our worship, and support our role within the musical life of the City and County.

- In particular, as Choir Director, to recruit new members and develop the choir, drawing in both adults and children; to equip members of varying musical skills and experience to participate to a high standard, including engaging members with the RSCM Voice for Life scheme; in consultation with the Vicar, to plan and prepare the settings and appropriate anthems for Sunday and other services; to be available to direct the choir for our main 10.00 am and 6.30 pm Sunday services, weddings and funerals and also special services; and to maintain a regular pattern of rehearsals for the choir (currently held on Monday

(boys), Wednesday (girls), and Friday evenings (full) but open to review under new leadership).

- To enrich the use of music in worship: to draw on a range of traditions, including exploring modern worship music, as an integral part of our liturgy; and, in our monthly All-Age Service, to find ways to engage children through the distinctive use of music in this service, perhaps including participation in a music / singing group, or a junior choir.
- To work with the city's schools – including two grammar schools: Lancaster Royal Grammar School (Boys) and Lancaster Girls' Grammar School, the Church of England High School which is located in the parish, as well as other local Church schools and other state schools with the aim of recruiting pupils to the choir and enabling their wider musical engagement within the life of the church.
- In consultation with the organist and PCC, to be responsible for the upkeep of the Priory's organs and piano (we have just been provided with a new Yamaha Grand Piano); and to provide advice to the Church Wardens and PCC on repair and maintenance.
- To work alongside the Organist and provide support, as appropriate, in the selection of appropriate voluntaries for the beginning and end of services.
- Having sufficient keyboard skills at least to take a choir rehearsal alone. Whilst being able to accompany a service in the absence of Organist and Organ Scholar would be desirable, it is not a requirement for the job.
- To maintain good relations with the Lancaster Priory Music Trust, including communicating a clear vision and strategy for the choir and its development, as well as supplying outline annual budgets and end-of-year reporting.
- With the appropriate Trust bodies, to play a key role in the recruitment, development and deployment of organ and choral scholars, and where possible to raise funding for the future development of the Priory Music Foundation.
- Working with our Concert Administrator, to sustain and develop our programme of concerts and other musical events in the church, including our annual Priory Festival.
- With the support of our Parish Safeguarding Officers, to ensure that the Priory's policies for the safeguarding of children and vulnerable adults are followed at all times in relation to the choir, organist and music scholars.

4. Skills and experience

- Clear capability to provide excellent leadership and strategic planning to sustain and develop the musical life of our church.

- Demonstrable track record as an experienced Choir Director, including recruiting, equipping and inspiring a choir of varying ages and abilities. S/he will have a wide knowledge of the choral repertoire and be willing to introduce the choir to new music, and including a supportive approach to less formal music.
- A passion for music within liturgy, to enrich worship and inspire wider participation by the congregation, enabling our church community as a place of vibrant faith. Ideally, this will include experience of working with children to encourage participation and engagement in church music.
- Good networking skills to build links, particularly between the Priory and local schools, and with local organisations such as the Lancaster Music Festival.
- Excellent communication and strong interpersonal skills; and able to work collaboratively with the Vicar, Assistant Choir Director, Organist and Church Wardens.
- Good organisational and planning skills, including basic record keeping.
- Enthusiasm for developing the skills of young musicians.

5. Terms and conditions

- The Director of Music is responsible to the Vicar, the Revd Chris Newlands.
- Payment of salary is in line with RSCM rates for a “Category A” Director of Music. This is currently £6,300 p.a. In addition, fees for weddings and funerals are payable in line with RSCM rates. The DoM is currently paid £70 for directing the choir at a wedding.
- The appointment is subject to satisfactory enhanced DBS disclosure.
- As Choir Director, cover is provided for six weeks per annum including Sundays, although we would ask that holiday is timed to ensure attendance at all major events in the life of the Priory of the role are fulfilled.

6. Application and interview

- The Vicar, The Revd Chris Newlands, would be happy to have an informal conversation about the role, prior to application. Contact details below.
- Application by covering letter and CV, including contact details for two referees who are familiar with the applicant’s skills and experience.
- Application to be sent to: The Vicar, Priory Vicarage, Priory Close, Lancaster, LA1 1YZ
By email to: chris@lancasterpriory.org
- Short-listed candidates will be invited to an interview which will include an exercise teaching and conducting a piece with the choir.
- Successful applicant to start as soon as possible after October 1st by mutual agreement.

APPENDIX

Music sung at Priory services in June/July has included:

Mass Settings:

Nardone:	Mass of St Cedd (All Age service)
Byrd:	Mass for 5 voices
Truslove:	The Lancaster Service
Haydn:	Little Organ Mass
Dove:	Missa Brevis

Canticles:

Howells:	Collegium Regale (Te Deum)
Dyson	in F
Murrill	in E
Noble	in B Minor
Howells:	Collegium Regale (Evening)

Anthems:

Truslove:	Holy Spirit, Truth divine
Hilton:	Lord, for thy tender mercies' sake
Hurford:	Litany to the Holy Spirit
Byrd:	Teach me, O Lord
Gibbons:	Almighty and everlasting God
Durufié:	Ubi Caritas
Howells:	Like as the hart
Mozart:	Ave Verum
Stanford:	Beati Quorum
Busto:	Ave Maria

Other:

For "Prog at the Priory" (Progressive Rock concert)

Arrangement of "Jerusalem" by Emerson, Lake, and Palmer

Arrangement of "When I survey the wondrous cross" by Rick Wakeman