



All Saints Church-Community Centre

Church Musician Position Description

POSITION: Church Musician

LOCATION: All Saints Church-Community Centre, 315 Dundas St.E., Toronto

REPORTS TO: Incumbent

HOURS: 6 hours/week, including Sunday mornings.

SALARY: c. \$10,000/year. (Salary to be determined based on experience /qualifications with reference to RCCO guidelines.)

STATUS: Part-time permanent position

WORKPLACE DESCRIPTION

Located in a neighbourhood challenged by poverty, homelessness, mental health and addiction, All Saints Church-Community Centre is a corner of belonging where people can be themselves. Our mission is rooted in Jesus' commandment to love one another. Our vision is to share in God's love in action at Dundas and Sherbourne, especially with those most in need, in a place of connection, welcome, and practical help. We value love, acceptance, welcome, generosity, dignity, and community.

All Saints staff members are passionate, caring, and dedicated. They find their work to be inspiring, challenging, and fulfilling. If you want to be part of a community whose gifts are often overlooked, please get in touch.

JOB DESCRIPTION

The Church Musician provides instrumental music support and leadership in congregational singing for the worshipping community. In consultation with the Incumbent, the Church Musician plans and prepares worship music that aligns with the rhythms of the Anglican liturgical year. This includes providing music for Sunday and feast-day worship, empowering and equipping the congregation in musical expressions of faith, and accompanying the congregation on either the guitar or our Yamaha Clavinova keyboard. The Church Musician's repertoire should encompass both traditional and contemporary liturgical/worship music. The Church Musician reports directly to the Incumbent.

REQUIRED SKILLS, EXPERIENCE, AND QUALIFICATIONS

- Formal musical qualifications or equivalent experience and training in choral technique and direction.



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- Proficient as an accompanist on piano, keyboard, or guitar.
- Knowledge of church and Christian music, and church liturgy.
- Familiarity with or willingness to learn the structures, values, and worship of the Anglican Church.
- Proven success in working with people, ideally in a Christian setting, or eagerness to learn.
- Ability to inspire congregation members in harmonious hymn singing, with a steady, flowing tempo, cognizant of the words and music.
- Willing to take initiative in seeking ways to enhance the music program.
- Proven leadership and strong teaching skills.
- Commitment to ongoing spiritual growth and personal development.
- Ability to set and maintain personal boundaries and to assess situations and problem-solve or refer appropriately.
- Must be dependable and have strong organizational, interpersonal, communication and listening skills.
- Ability to work in a team environment.
- Commitment to live and lead All Saints' vision of sharing in God's love at Dundas and Sherbourne, especially with those most in need, in a place of welcome, connection, and practical help.

PREFERRED SKILLS, EXPERIENCE, AND QUALIFICATIONS

- Knowledge and understanding of homelessness, harm reduction, mental health and substance use issues.

JOB RESPONSIBILITIES

- Provide leadership in a ministry of music, which is sensitive to the Anglican tradition, the values and context of All Saints Church-Community Centre, and the seasons of the church year.
- Prepare and perform all hymns and other worship music in regular worship services, including special Holy Days.
- In consultation with the Incumbent, arrange for substitute replacements when deemed necessary.
- In consultation with the Incumbent, select appropriate hymns for Sunday and Holy Day services.



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- Employ musical techniques through which the congregation is encouraged to participate in worship fully.
- Participate in diocesan musical activities and attend conferences, workshops and professional seminars for continuing education for professional growth and the benefit of the congregation.
- Maintain equipment such as pianos, microphones, and sound systems.
- Ensure copyright conditions for use of music are met.
- Be responsible for the purchase of music and other supplies for the music program, within the limits of the music budget.
- Submit any planned purchases by requisition for approval to ensure annual budget goals.
- Submit an annual music budget to the Board of Directors for approval.
- Ensure a safe environment for all participants in the music program.
- Meet regularly with the Incumbent and promptly communicate any concerns.
- Participate in an annual performance review of the position with a Board Member and the Incumbent.

SUPPORT, SUPERVISION, AND EVALUATION

- Upheld by the prayers of members of the congregation.
- Supported by and reporting to Incumbent.
- Annual performance reviews by the Incumbent and a Board Member.

LIMITS OF THE POSITION

- Have at least one screened leader present when working with children or youth.
- Must comply with the Responsible Ministry: Screening in Faith Policy of the Diocese of Toronto.
- Must comply with the COVID-19 Mandatory Vaccination Policy of the Anglican Diocese of Toronto.
- Follow reporting guidelines in the unlikely event of meeting one-on-one.

TERMS OF WORK/SERVICE

- Estimated 6 hours per week.
- One month (four Sundays) paid vacation to be scheduled at the mutual convenience of the Incumbent and Church Musician, but which cannot be scheduled



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during festivals of the Church.

TRAINING

- Position-specific training (pre-requisite).
- In- Service training (on-ongoing as needed).
- Diocesan Sexual Misconduct Policy training.

POSITION RISK ASSESSMENT High

OTHER BENEFITS

The Church Musician has the first option to play at weddings and funerals. They will receive an honorarium of \$300.00

HOW TO APPLY

Send a cover letter and cv to: The Rev'd Dr. Alison Falby, alison@allsaintstoronto.com

APPLICATIONS

Under the Responsible Ministry: Screening in Faith policy, this position is a high-risk ministry position. As such it is a requirement of this position to complete a satisfactory criminal record check, obtained through the Diocesan approved process, to attend Sexual Misconduct Policy workshops as outlined in the policy, and for the Diocese of Toronto to verify that the successful applicant is suitable for high-risk ministry. The successful candidate must be legally able to work in Canada prior to starting the position.

All Saints Church-Community Centre embraces diversity and is committed to creating an inclusive workplace. Our goal is to attract, develop and retain highly talented employees from diverse backgrounds, allowing us to benefit from a wide variety of experiences and perspectives. We welcome applications from all qualified persons. All Saints Church-Community Centre is an equal opportunity employer.

Applications will be accepted until the position is filled.