

Candidate Brief

Council Members Royal School of Church Music



Introduction

The Royal School of Church Music (RSCM) has a core mission to enable the flourishing of church music – something which is both important and urgent. This document aims to give you a much better understanding of our vision, and our passion, for what we do, and what we stand for.

The RSCM Council is the body of trustees which oversees the work of our Director and a dedicated staff team who, with the help of hundreds of volunteers across the United Kingdom – and internationally – are all helping guide the RSCM forwards to our second century of mission in 2027. Some of our Council members are engaged directly in church music but others are supportive of our work and bring their skills and professional experience to our discussions.

This is an exciting, dynamic time for the RSCM. We have a strong, firm vision for the future and a Strategic Plan which gives us clear direction as we head to our centenary in 2027. We are seeking to recruit a new Chair of Council to drive the next phase of our development.

The current strategic plan for RSCM is available to view on the website [here](#) and you will get a better idea of all that we do there as well: www.rscm.org.uk.

If you feel excited by what you read, we would welcome a letter of interest and your c.v. If you're not sure but would like to know more, please get in touch by emailing recruitment@rscm.com to arrange a conversation with a Trustee.

The deadline for applications is **Thursday 20th March 2024**.

Thank you for your interest in the role of Chair of the RSCM. We look forward to receiving your application.

What is the RSCM? – An Introduction

The Royal School of Church Music enables the flourishing of church music.

We are an educational charity committed to promoting the study, practice and improvement of music in Christian worship.

We are an open, life-long learning organisation, offering face-to-face and distance education and training through our programmes, published resources, courses and activities. These all have a common purpose: to make a positive impact on worship and music in worship.

The RSCM supports a world-wide membership of churches, schools and individuals, and is sustained by thousands of donors and volunteers worldwide.

Founded by Sir Sydney Nicholson in 1927, the RSCM's original emphases were English and choral. Now, in a diverse international context, the RSCM's work is far broader and more diverse, and we aim to make all our work ecumenical in purpose, nature and content.

There is an urgent need for the RSCM to support and encourage church musicians, right across the UK and internationally. In particular, we need to ensure that young people have the right training and engagement to become the next generation of musicians to serve the church. Our work now and into the future is as important as it ever has been.

Where is the RSCM?

Since 2007 the RSCM's administrative centre has been based in Sarum College, in Salisbury, from where many of our 20 permanent staff are based, many of whom are part-time; but we work across the whole of the UK, and across the world through our five International Partners

We are a school, but one that works through the very network of churches we exist to support. We have migrated our delivery to provide online platforms alongside traditional engagement methods, and now have a significant quantity of high-quality material available through our RSCM Hub and on YouTube. There is further scope for engagement through social media, helping us to reach new audiences and potential members.

Wherever we work, we strive to ensure we make the maximum impact, guided by the Strategic Plan and our Education Plan - <https://www.rscm.org.uk/learn-with-us/education-plan/>

What does the RSCM do?

Simply put: we make a difference. We have a positive impact on church music of all kinds, across the UK, and at all levels from young amateur to seasoned professional. We have a vision of a Church drawn closer to God through music.

Our unique contribution is to support and improve the skills of church musicians, to give them quality, relevant materials with which to work, and to develop and empower them in their own church.

We also work to support the cause of music in worship on the national and international stage, and seek to be an opinion-forming voice. The RSCM is a central source of resource and support, working on an ecumenical basis with both the Church of England and Christian churches of many other denominations.

Events such as RSCM's annual Music Sunday help to highlight the connectivity that music can provide and draw people into the worshipping life of the church. We see church music as a missional tool which is an essential part of church life, and an important ingredient in helping the church build a positive, sustainable future.

Who do we serve?

The RSCM was founded to support the Anglican Church, and we retain close links with the Church of England through our President the Archbishop of Canterbury. But we work ecumenically, supporting churches, and church music traditions, of many kinds.

We focus on supporting the thousands of member churches in the UK, and thousands more through our international partners, alongside the individual members who benefit from the support we are able to provide.

Our affiliated membership structure benefits the whole congregation of member churches: they are all part of the family of the RSCM. The 'reach' of our impact is therefore seen across hundreds of thousands of people.

Through our events, we are able to draw new people into connection with the church, and as such are powerful missional agents. We don't work to our own ends: we work to help build up the church.

How does the RSCM carry out its work?

Internationally, we work through our core programmes:

- **Voice for Life**, a comprehensive training programme for choral singers of all ages and abilities. The whole programme emphasises progressive skill development, and the role of singing within the wider context of worship. Voice for Life Digital, launched in 2023, is the latest addition to this important resource.
- **Church Music Skills**, a range of practical training schemes and awards in essential skills. We are working to support and encourage the music leaders of the future. The first of our newly-revised modules, organ training, was launched online via the RSCM Hub in early 2024.

We work centrally in the UK, through:

- our courses for singers, organists, instrumentalists and worship leaders, all of which have benefits which go well beyond the actual occasion, enjoyable as we always hope it will be. Digital events such as webinars and online lectures are now part of this work.
- our member magazine, *Church Music Quarterly*, available to all within each member church.
- our quarterly guide to choosing music for worship, *Sunday by Sunday* (from 2023 also available as enhanced digital 'Sunday by Sunday plus')
- RSCM Enterprises, publishing music and training resources
- our website – offering resources, advice and support
- our national choir for young people – the RSCM Millennium Youth Choir
- our RSCM Voices training choirs

We work regionally across the UK, where our events and training opportunities include festivals, local courses, summer schools, workshops and training days and singing award schemes.

We also work in partnership with others, consulting with the churches nationally and locally, our international partners, and collaborating with other church, music, and educational organizations.

Education strands

Our Education work fits into clear strands of study: Choral, Ministerial, Congregational, Instrumental, Organ; and (church) schools. Our Education Plan (from 2021) guides and shapes this work.

From this new Plan, a significant new array of training and teaching sessions have been planned and developed and are now being enacted; more details are available at this link:

<https://www.rscm.org.uk/learn-with-us/education-plan/>

The Ideal Candidate

The RSCM welcomes applications from the widest range of backgrounds and is determined to reflect the diverse communities we serve. Applications would be particularly welcome from candidates with experience in the following areas:

- Leading the oversight and governance of substantial charitable organisations
- A successful track record of fundraising, ideally within a charity and encompassing major donors, legacies and membership schemes
- Developing relationships with Christian education organisations

Next Stages and How to Apply

Anyone interested in finding out more is welcome to request a conversation with a Trustee. This can be done by emailing recruitment@rscm.com.

To apply you will need to send;

1. A CV (ideally of no more than 2 pages)
2. A cover letter, setting out your interest and relevant experience (no more than 750 words)
3. An Equality & Diversity Monitoring Form which can be downloaded **here**: [ADD Link](#)
4. Details of three referees together with their contact details (Referees will only be contacted if you are selected for interview).

These documents should be emailed in PDF format to recruitment@rscm.com by no later than 17:00 on Thursday 20th March 2024

Timeline

Application deadline – 20th March 2024

Interviews – 18th April 2024 in London

Inaugural Council meeting – June 2024 in Salisbury.

Appointment is subject to satisfactory completion of the RSCM Safer Recruitment process, including references, Enhanced DBS Disclosure (or equivalent) and RSCM Enhanced Confidential Self-Declaration. The successful candidate will need to complete the Church of England C0 and C1 Safeguarding Training. The RSCM is committed to safeguarding as an integral part of our life and ministry. Safeguarding is about the action we take to promote a safer culture.