



WORSHIP PASTOR

ROLE DESCRIPTION



Hours: negotiable – minimum 12

Salary scale: 21,000-28,000 pro-rata

(depending on experience) plus pension

To apply contact:

admin@st-francischurch.org.uk

For an informal discussion of the post please email:

vicar@st-francischurch.org.uk

We are seeking a dynamic, innovative, Christ-centred person with vision, motivation, excellent leadership and teaching skills to join our staff. The Worship Pastor will take on the overall leadership of music within the church and, in consultation with the Vicar, be responsible for the development of the ministry at St Francis and Hope Church. If you have experience connecting with, nurturing, empowering, and discipling people through worship this may well be the right role for you.



THE SELECTION CRITERIA

WHILST RECOGNISING THAT WE ARE ALL A WORK IN PROGRESS, HERE IS WHAT WE ARE LOOKING FOR IN A WORSHIP PASTOR:

The overall purpose of the role is to enable the worshipping congregations of St. Francis and Hope Church to enjoy and encounter God through music.

- A committed follower of Jesus Christ, showing:
 - a secure Biblical faith.
 - A spiritual maturity, self-awareness, and a commitment to growth in Christ-like character.
 - A deep and sustaining prayer life, both engaging for themselves, and the people they serve in prayer.
 - A passion and vision to lead others to become committed disciples of Jesus Christ. They must, therefore, be able to:
 - communicate and explain God's word
 - be a positive role model.
 - informally mentor and disciple others.
 - set healthy boundaries in relationships.
- Leadership qualities:
 - warm and approachable, with a sense of humour and fun.
 - organised and efficient, able to administer a complex area of responsibility.
 - collaborative leadership style, working with and developing our excellent team of volunteers.
 - a great team leader and player, including in our wider staff team.
 - proactive in developing the role to connect with those not yet sharing our faith.
- Someone who is self-motivated and self-disciplined to improve performance.

As part of the application, we would like you to submit a video/link to a video of yourself leading worship.

ESSENTIAL QUALIFICATIONS/ SKILLS:

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- An experienced and skilled worship leader with a strong singing voice, confident in leading from guitar and/ or keyboard, with a passion for leading God's people in worship and an understanding of its importance in the role of church life. Someone who actively listens to God and the Holy Spirit and leads worship with Christian discernment.
- Experience of leading a congregation closer to God through contemporary worship music
- Competence in leading and managing volunteer worship bands.
- Willingness to engage personally with our vision: Life with God (Encounter, Equip, Engage)

This role is a protected category. The successful candidate must be a Christian, willing to participate fully in the life of our churches.

DESIRABLE QUALIFICATIONS/ SKILLS:

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- Ability to read music and transpose it for other instruments
- IT literate: fluent in word-processing and presentation programs, knowledge of platforms such as Office 365 (which we use)
- Ability to coach and develop each team member and oversee the care and maintenance of the band, sound and production equipment
- Ability to carry out relevant administrative activities in support of the worship team, including creating rotas (using ChurchSuite), maintaining music licences and overseeing the budget for the ministry
- Experience leading worship with children and youth

THE BENEFICE

The benefice of St Francis, St Lawrence and Hope Church offers a rich and harmonious breadth of styles, traditions, innovation and community engagement. The three congregations offer worship within two parishes which nurture and deepen the faith of Christians, whilst seeking to be accessible and attractive to those exploring or curious about following Jesus. The churches support each other with gifted and motivated people, financial and spiritual resources, and a warm and strong leadership team. They are not in competition but delight in both their similarities and their differences. As a healthy team we try to discern what we can do better together, and what is best kept within a single congregation.

St Lawrence, St Francis and Hope Church



ROLE AND EXPECTATIONS

Worship on a Sunday

It would be up to the new Worship Pastor in conjunction with the Vicar to work out the future shape of worship ministry here. There are currently three regular services on a Sunday morning (9.30 traditional service with organ at St Francis, 10am informal at Hope Church, and 11am informal with worship band at St Francis). Once a month there is an evening “Encounter” service at St Francis serving churches across the city. The main focus of work for the worship pastor will be at St Francis, with occasional support for Hope Church.

St Francis is a vibrant and growing evangelical church with lots of families who have found faith, and lots on the margins yet to make that step. Reaching people with the good news of Jesus and helping them grow in faith through worship are therefore the cornerstones of this role.

As part of the Staff Team:

We are a tight knit team at St Francis, dedicated to seeing people come to, and grow in faith; supportive of one another and desiring to operate as a team. Whilst as individuals we each have our areas of responsibility, the Worship Pastor will need to work particularly closely with the Vicar to discern direction, and other members of the team. As a staff team we often work collaboratively, and the right person for this post will be expected to work closely with them.

Our new worship pastor will:

- Seek to grow the worshipping life at St Francis alongside the other church leaders, and to think and plan strategically.
- Keep up-to-date and to read widely to be able to introduce new songs and forms of worship.
- Creatively develop new opportunities to use music in the wider ministries of the church, and to either lead that, or support others in doing so.
- Work alongside the staff team, collaboratively exploring how worship could be best incorporated into their ministries.
- Pursue their own professional development, including meeting with other worship leaders and attending courses where appropriate.
- Be involved in joint staff ministry such as Christmas events and weekends away.

Main Responsibilities

Please note that the hours worked are open to negotiation. The duties listed below would be for 25 hours/week. The minimum requirement would be for a 12 hour/week contract to cover Sunday services and rehearsals, together with the required administration for this. Please note that there are currently other opportunities within our churches which, together with this, could make up a full-time post.

The post would involve a duty:

- To lead regular musical worship, taking time to prepare thoroughly, through reading, prayer, and seeking the Holy Spirit's leading. To choose songs appropriate to the congregation, but also to lead us forwards in the introduction of new songs and ways of worshipping.
- To liaise with the appropriate preacher and service leader in preparation of musical worship.
- To lead the weekly practice for the Sunday 11am service if leading that week.
- To ensure that the AV system is appropriately maintained and developed, alongside the Audio Visual (AV) Team.
- To manage and support the AV Team for the 11 am service.
- To prepare and maintain rotas for the Worship Band and the AV Team, for the coming term.
- To encourage and organise the music team, releasing giftings and using opportunities to build skills and confidence.
- To exercise appropriate pastoral care for the musicians and sound team, supported by the wider St Francis Pastoral Team.
- To lead twice yearly team building days with the worship team.
- To lead worship at the PCC Days, Staff Away Days, Charismatic Monthly Worship Evenings, and New Wine Meetings.
- To grow and encourage members of the congregation with musical skills to contribute to the worship group.
- To work well with the Choir Leader and Organist at the 9.30 traditional Sunday Service.
- To ensure that there is a worship lead at the 11am Sunday Services when the paid Worship Leader is not present.

- To develop and encourage children and young people to participate in Sunday Worship in liaison with the Youth Leader.
- To attend and play an active role in weekly Staff Meetings
- To recruit, encourage, train and communicate regularly with the volunteer Worship Team.
- To oversee/monitor the safety of all worship equipment and oversee any site requirements.
- To be aware of the church policies and procedures, and to ensure risk assessments are completed for all activities and stored in a secure place.
- To be aware of all safeguarding requirements and to ensure processes are in place when working with children or vulnerable adults. Support for this is available from our Safeguarding representative and the Diocesan Safeguarding team.
- To recognise and implement General Data Protection Regulation (GDPR) requirements.
- To attend training sessions
- To present a verbal/written Report to the PCC annually
- To maintain confidentiality when necessary.

There is a budget for ongoing professional development as well as regular training for things like First Aid, Fire Safety etc.



VISION

Our hope is to see people live life with God, encounter Jesus, enjoy engaging with their church and be equipped for life.

In conjunction with the Vicar, the successful candidate will want to discern the future direction of music at St Francis, investigating and evaluating current provision and making appropriate changes. We are excited about what God holds in store for us and look forward to seeing this area of church life grow and flourish.



St Francis Church takes its responsibilities surrounding the safeguarding of children, young people, and adults who may be at risk **very seriously**, and works in partnership with the Diocese of Salisbury to ensure that we work in accordance with best practice at all times.

For more information visit the safeguarding page on our website:

[Safety and Wellbeing \(st-francischurch.org.uk\)](http://st-francischurch.org.uk)