

Employer:	St Stephen's Parochial Church Council
Responsible to:	Vicar
Liaises with:	Other staff, Music Co-Coordinator and volunteer Worship Leaders
Hours:	20 hours per week including Sundays, and some Saturday, daytime and evening work

Main Purpose

At St Stephen's we enjoy a mix of traditional and contemporary band-led worship music across our main Sunday services. We are looking for someone who will:

1. Oversee and develop sung worship at our informal services
2. Lead band-led worship at our 10:30am service and other informal services such as Open to God alongside a team of volunteers.
3. Develop the culture of the worship team to be one of encouragement and community
4. Be open to different styles of sung worship.

Responsibilities include:

- Leading band-led sung worship at our 10:30am service and other informal services alongside a team of volunteers
- Developing sung worship at our informal services to facilitate an encounter with God
- Recruiting volunteer worship team members
- Mentoring our existing (volunteer) worship leaders, and help them to grow spiritually and musically
- Facilitating arrangements and structures to ensure worship bands practise and rehearse regularly, including holding regular (termly) worship team meetings
- Organising rotas for Sunday services
- Maintaining overall responsibility for the audio visual (AV), ensuring the effective functioning of AV at St. Stephens
- Maintaining a database of songs for use by the worship team, introduce new songs and removing songs as appropriate
- Maintaining song records for the purpose of CCLI reporting
- Undertaking other appropriate administrative tasks related to the role
- Being a part of the Church Leadership Team
- Working with our Music Coordinator to ensure that traditional worship at our 9am service is resourced
- Being involved in the wider life of the church
- Any other responsibilities/tasks as required by the Vicar.

Person Specification

Christian Character and Attitude

We are looking for a person who:

- has an evident and passionate love for Jesus as Saviour and Lord, based on a personal devotional life involving worship, prayer and the Bible, and a commitment to local church membership
- is a worshipper and who delights in drawing others into a deeper experience in worship
- is open to the work of the Holy Spirit, and the gifts of the Spirit
- is a team player – someone who gets alongside others, makes room for them and encourages, trains, enables and empowers them
- is patient with amateurs!
- has a personal lifestyle consistent with, and attitude that is supportive of, the values of the church
- demonstrates a servant heart and be prepared to assist in other areas of church life
- is flexible and can adapt to the needs of the church
- has a good understanding of the need for safeguarding of children and vulnerable adults

Musical and Practical Skills

Experience

- of leading congregations in musical worship, leading worship bands and leading worship band rehearsals
- of leading and training teams as well as an understanding of team dynamics and people, including teaching and nurturing teams of adults as well as children
- of proactively building and maintaining healthy relationships in a church environment

Essential:

- able to lead corporate worship from a keyboard and/or guitar, with a good level of musicianship
- proficient in singing
- (at least) a basic understanding of musical theory including keys, time signatures and dynamics
- up to date knowledge of trends in contemporary Christian music
- willing to work on Sundays and major dates in the Christian calendar
- good organisational ability
- excellent all round communication skills
- training, mentoring and enabling skills
- able to initiate, organise and see things to completion
- appreciation of the challenges and pressures inherent in the role

Desirable:

- piano/keyboard skills to contribute to the 9am Traditional Service
- ability to appreciate and enable a range of musical styles beyond their personal preferences
- working knowledge of sound and visual projection systems
- experience of working with a choir

Safeguarding

Appointment to this position will be conditional on an enhanced DBS Criminal Record Check, and any offer of employment is subject to a satisfactory DBS certificate being received.

Additional Information

St Stephen's is a growing, Anglican church in Ealing, West London. Our vision is expressed as:

Growing Together - Worshipping Jesus - Reaching Others.

Our Mission Action Plan (available on our website) is based around four priority areas designed to help us grow, spiritually and in size: Discipleship; Worship and Prayer; Children and Young People; Outreach. The new Worship Minister will be committed to these priorities in order to see the growth and extension of Christ's church.

There are currently 211 adult Church members (people on our Electoral Roll). Our main Sunday morning services averages about 180 people, approx. 55 at our 9am traditional service, and 125 (including children and young people) at our 10.30 informal service. Fortnightly in term time we are currently running Open to God on Sunday evenings, a celebration service with extended sung worship, teaching and prayer ministry and attracting between 20 and 30 people.

Modern worship music forms a core part of the 10.30am service, as well as various other ministries in the church such as at Open to God, prayer meetings, Connect (Home) Groups, outreach events and discipleship courses. We have a team of approximately 10 musicians, plus vocalists and technical operators. We have a full AV system installed, and band set up with keyboard and drums

In recent years the church has grown and the worshipping life of the church has changed. From a single main Sunday morning service we have moved to two main services which both contrast and complement each other. The 9am service is more formal with robes, organ and hymns and always follows the traditional pattern of Common Worship Communion. The 10.30am informal service is predominately band led and liturgy light with Communion three times a month.

St Stephen's has an excellent and flexible volunteer Music Coordinator who oversees the more traditional elements of our sung worship especially at 9am. He has actively encouraged the development of both formal and informal worship styles and will work alongside the new Worship Minister as appropriate.

This new role of Worship Minister has been created to ensure that sung worship remains a central element of all that we do and help us to become more passionate in our worship. This will necessitate gifted worship leading from the Worship Minister, as well as strategic oversight for the development of the worship team.

The person appointed will be managed directly by the Vicar. Other members of our Leadership Team include a full time Curate, an Associate Minister, a (volunteer) Lay Minister, two churchwardens and a Special Events Coordinator. We also employ a part time Communications Manager and a Centre Manager.

The Church building is located in St Stephen's Road, Ealing, W13 8HB. The Church is attached to the Church Centre which has facilities that are used by outside organisations as well as the church. The Centre Manager, who lives on site is employed to manage the Centre bookings, and arrange the day to day maintenance of the building.

St Stephen's has a reputation for being a happy and welcoming Church and you will have a key role in enhancing that reputation.

Benefits

- Salary of £14,286, (based on £25,000 per annum, pro rata for a full time week of 35 hours) paid monthly in arrears
- 20 hours per week with some flexibility on hours although we expect you to work core hours on Sunday and major Christian festivals. The role will require weekend and evening work.
- 25 days annual leave per year (pro rata) plus public holidays
- Pension scheme

It is possible that the job and the number of hours required may increase as the Church continues to grow.