

Employer: St Stephen's Parochial Church Council
Responsible to: Vicar
Liases with: Other staff, volunteer worship leaders, band members and organists
Hours: up to 20 hours per week including Sundays, and some Saturday, daytime and evening work

Main Purpose

At St Stephen's worship is at the heart of all we do. We are seeking a talented worship pastor who can lead and develop the sung worship at our 10.30am service and other informal gatherings. The worship pastor will:

1. Oversee and develop sung worship
2. Lead band-led worship at our 10:30am service alongside a team of volunteers
3. Develop the culture of the worship team to be one of encouragement and community
4. Continue the growth of contemporary worship whilst also valuing traditional styles of sung worship.
5. Oversee the technical aspects of our service, including AV and livestreaming on Sunday mornings.

Responsibilities include:

- Leading and developing band-led sung worship at our 10:30am service and other informal gatherings to facilitate an encounter with God
- Recruiting and mentoring volunteer worship leaders
- Recruiting and managing other worship team members, 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 both at our informal services and with our own and external organists at the 9am service
- Maintaining overall responsibility for the audio visual teams (AV), ensuring the effective functioning of AV at St. Stephens
- Maintaining a database of songs for use by the worship team, introducing new songs and removing songs as appropriate and maintaining song records for the purpose of CCLI reporting
- Oversight, maintenance and upgrading instruments and equipment as necessary
- Undertaking appropriate administrative tasks related to the role including budget management
- Being a part of the Church Leadership Team and attending regular meetings
- Being involved in the wider life of the church e.g. supporting and attending events
- 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 is prepared to assist in other areas of church life
- is flexible and can adapt to changes as they arise
- 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 encouraging children to contribute their gifts
- of proactively building and maintaining healthy relationships in a church environment.

Essential:

- able to lead corporate worship from a guitar or keyboard, with a good level of musicianship
- proficient in singing
- 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
- appreciating the challenges and pressures inherent in the role
- ability to appreciate and enable a range of musical styles.

Desirable:

- a good understanding of musical theory including keys, time signatures and dynamics
- working knowledge of livestreaming, sound and visual projection systems
- piano/keyboard skills to contribute to the 9am Traditional Service

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 and vibrant Anglican Church in Ealing, West London – our tradition is broadly charismatic evangelical. We are part of the New Wine Network of churches but our worship styles are varied and we value both the traditional and contemporary. Our vision is expressed as:

Community growing in the love of Jesus.

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 Pastor will be committed to these priorities in order to see the growth and extension of Christ's church.

There are currently about 200 adult Church members (people on our Electoral Roll). Prior to the pandemic, our main Sunday morning services averaged about 175 people, approx. 50 at our 9am traditional service, and 125 (including children and young people) at our 10.30 informal service. Since regathering in September 2021 we have seen a steady stream of people returning to church, have been joined by some new people too and in-person numbers are now about 80% of pre March 2020 levels.

During the pandemic we quickly moved to livestreaming our services and have installed high quality permanent cameras and kit which enabled people to continue to join with us from their homes – some still do. You can see our services on our You Tube Channel:

<https://www.youtube.com/channel/UCxhEBbNp4UTJTmRc-WzxKdw>

Contemporary worship music forms a core part of the 10.30am service, as well as various other ministries in the church such 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 (currently using Easy Worship), 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 contrast and complement each other. The 9am service is more formal with robes, organ and hymns and follows the traditional pattern of Common Worship Communion. The 10.30am informal service is predominately band led and liturgy light with Communion twice a month.

Our current Worship Pastor is leaving us after a period of maternity leave and we are looking for someone to take her place and shape the future vision of our sung worship. S/he will also provide gifted worship leading and strategic oversight and development of the worship team. The role of Worship Pastor ensures that sung worship remains a central element of all that we do and in recent years has helped us to become more passionate in our worship.

The person appointed will be managed directly by the Vicar. Other members of our Leadership Team include a full time Curate (from 2022), an Associate Vicar, a Lay Minister, Children's Worker, Communications Manager, a part time Youth Worker, the leader of our Missional Community, two churchwardens and a Special Events Coordinator. We also employ 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.

Selection Process

We hope that you will want to apply for this role. If you do:

1. Please complete the Church Application Form making sure that you fully address the criteria listed on the Person Specification.
2. Please also let us have a link to a service where you have led worship or a song that you have pre-recorded.

We plan to interview during week beginning 8th November 2021.

What we will provide

- The hours of work are *up to* 20 hours per week (we are happy to negotiate this) 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.
- Salary is based on £23,000 - £27,000 for a full time week of 35 hours. For 20 hours per week the salary would be £13,143 – £15,428 per annum (depending on skills and experience) paid monthly in arrears
- Annual Leave, pro rata equivalent to 5 weeks plus bank holidays
- Pension scheme
- A supportive, environment that encourages you to enjoy your role and ensures you are treated with respect and courtesy
- Regular meetings with your supervisor to review your work and to discuss future plans
- Opportunity to be linked up with a mentor.
- Opportunities to attend relevant training (safeguarding training will be essential and refreshed every 3 years)

Safeguarding

- We are committed to safeguarding and promoting the welfare of all those who are vulnerable. We expect all of our staff and volunteers to share this commitment. This post is subject to a Disclosure and Barring Service disclosure and identity check which will be renewed at least every five years.
- We take the safety of everyone within the church very seriously and expect that everyone, including volunteers, will work within our safeguarding policy. In particular, the church expects that anyone who becomes aware of a safeguarding risk or actual abuse, will report it immediately to the Church Safeguarding Officer and / or the Vicar.