

## WORSHIP PASTOR

### St Stephen's Vision

St Stephen's Twickenham is a well-established and vibrant Anglican church with extraordinary opportunities to invest in the lives of our congregation and wider community. We are looking for a gifted musician and Spirit-filled leader of our Worship ministry, who will not only be confident in overseeing the existing worshipping life of the church, but who will also help us to imagine how the worshipping life of the church can be led forward and creatively developed in the future.

Our vision is to see God's Kingdom impacting and transforming every sphere of society. To serve this vision we aspire to be a loving community of God's people, engaging with every age and stage of life. Seeking to apply God's Word and live by the Spirit, our current vision priorities are:

1. A commitment to growing as disciples in every sphere of our lives and at every stage of our lives.
2. An effectiveness in evangelism, particularly with children and young people.
3. A generosity in resourcing other churches. In our role as a Resource Church in the London Diocese, we do this through a) proactive church planting to establish new, engaging, worshipping communities; and b) equipping and resourcing other church communities.

We seek humbly to work out this vision 'not by might, nor by power, but by my Spirit, says the Lord Almighty' (Zechariah 4 v 6).

### Role Overview

Reporting directly to the Vicar, the main purpose of the role is to to enable corporate sung worship at St Stephen's church in ways that mean we engage deeply with God and are resourced to 'go out' and live lives of worship in the world.

You will be joining a large, active church with approximately 650 people regularly attending on Sundays. We have an amazing group of volunteers who serve on the worship, sound and visual teams across all the three services on a Sunday, as well as at mid-week meetings. You will be part of an incredibly welcoming and supportive staff team of 22 people (including clergy).

### Key Responsibilities

- Working with the Vicar to discern direction and vision for all aspects of the sung and creative worship life of the church
- Lead and manage the Worship Team
  - Associate Worship Pastor (part time role)
  - Worship & Production (sound and visual) (currently an intern)
- Enable high quality and engaging sung worship at Sunday services (including ensuring that sound and visual aspects, as well as musical aspects, are delivered)
- Recruit, develop and train the volunteer teams (musicians, volunteer worship leaders, sound and projection operators)
- Encourage and enable sung worship at other events, meeting and contexts within the life St Stephen's as needed (e.g. mid-week gatherings, weddings, funerals etc)

## Working with the Worship Team, the duties are to:

### *Vision*

- Share the vision for St Stephen's Worship Ministry with the Worship Team and when required the wider church

### *Lead and Manage*

- Pursuing the Holy Spirit in guiding the team (staff & volunteer) and actively supporting the team in prayer
- Oversight of the Worship Team

### *Sung worship*

- Effectively communicate with the Worship teams and other Sunday teams regarding Sunday services – communicating information to support the preparation of volunteers
- To protect time to prayerfully plan and prepare sets for our sung worship times on Sundays
- Oversight of the Worship administration
  - Roster musicians & singers
  - Roster sound and visual teams
- Oversight of the Worship Planning Centre database
- Assisting with sound support for musicians and singers
- Maintaining Worship & Production equipment
- Coordinating the Worship & Production equipment set up for services
- Ensuring the stage is tidy, fit for purpose and complies with health and safety standards
- Maintaining our relationship with our Sound Installation Contractor

### *Volunteer teams*

- Implementation of the training and recruiting of the worship, sound & visual volunteer teams
- Team development through socials and termly worship, sound and visual team nights
- Raise up worship leaders and provide opportunities for leading supported by the Worship Team
- Auditioning members of the congregation who have potential to join the team
- Develop creativity – Song writing and other opportunities to encourage creativity

### *Other*

- Oversight of the Worship Budget line
- Oversight of the Worship storage spaces in Church
- Liaising with the Property Manager regarding Health and Safety in the Worship Ministry
- Work alongside the Safeguarding Support Officer concerning Safeguarding in the Worship Ministry

## Person Specification

### Personal requirements

- A worshipping heart and a passion to lead people into the presence of God in sung worship
- A commitment to both Word and Spirit
- A heart for gathered sung worship helping to equip people for living lives of worship in the world
- Ability to lead teams well including pastoral sensitivity to team dynamics
- Good and willing team member

### Specific abilities

- Good organisational skills with an eye for detail
- Ability to encourage and support effective team work
- Ability to train and develop members of the music and sound teams in their skills
- Ability to work well under pressure and meet deadlines
- Time management with ability to prioritise workload
- Good verbal and written communication
- Willingness to learn and receive feedback
- Ability to work long hours on Sundays

### Experience and qualifications

- Excellent musical and instrumental abilities
- Extensive experience in leading worship plus broader musical experience
- Experience of operating a Sound Desk and Front of House system
- Knowledge of Sound Production equipment and how it functions
- Experience with visual production equipment desirable
- Microsoft Word, Outlook, Excel and PowerPoint competent; experience of EasyWorship (or willingness to be taught) desirable
- Experience using Apple Productions and System
- Other technical media skills may be required or developed e.g. video and sound editing

For recruitment purposes

### **Working requirements & remuneration**

- 40 hours per week (excluding breaks) worked flexibly. It is expected that for most weeks this will entail working Sundays, Mondays, Tuesdays, Thursdays and Fridays.
- 5-day week including Sundays
- 5 weeks (25 days) annual leave including up to 5 Sundays
- Additional annual retreat week, once probationary period completed
- Attendance at weekly staff meeting
- Available to work Christmas services, Carol services, Easter services, Annual Vision Meeting, Parish/community days, Church Weekend Away, and at other events when required for which time of in lieu will be granted in accordance with our policy
- Is or will become an active member of St Stephen's Church
- £26 – 28K salary range depending on experience
- 8% workplace pension scheme (6.5% employer and 1.5% employee contribution)
- Life cover
- There is a 3-month probationary period

NB. There is a Genuine Occupational Requirement for the post to be filled by a Christian