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**Worship and Discipleship Pastor |** Role Description

35 hours p/w

**Why worship & why a worship Pastor?**

Our theory of change is worship, prayer, and pursuing the presence of God.

We believe that people are changed as they are brought into an encounter with Jesus Christ, by the work of the Spirit, and it is this work of God that transforms lives and communities. Because of this, worship is integral to all we want to be as a church. All four of our regular services have grown in a sustainable way in the past months as we have sought to prioritise intentional times of worship and waiting on God.

Incumbent and PCC believe that we need someone who can:

* Establish a vision for worship at all four regular services, leading sung worship regularly at all four, and developing the quality of our sung worship so that our worship is accessible, inspirational and gives space for God to work.
* Build on our settled contemporary / charismatic worship style but lead us in a charismatic direction, attentive to variety across our services in form and style, and sensitive to the worship journey that each congregation is on.
* Identify and develop worship leaders who will be able to lead at services so that we might continue to grow, and lead worship in future church plants.
* Develop the growing number of younger worshippers from our youth groups and chaplaincy work, some of whom are ready to step into leadership in worship.
* Line manage other staff members as we seek to establish ourselves sustainably as a resourcing, bigger church.

**Key Responsibilities**

1. **Worship Leadership & service planning**

* You will, alongside clergy, be responsible for all service planning, organisation, and related communications, acting as a precentor across our services.
* You will regularly lead sung worship at Sunday services, special services, prayer, and worship gatherings (First Monday), and staff meetings, delegating to other worship leaders as required.

1. **Team Leadership**

* You will identify, develop and train new, existing, and younger worship leaders, singers and musicians, especially from among our teenagers and young adults.
* You will oversee and guide recruitment, operation, and leadership of the production team – Sound, Camera, Lighting, and Presentation (lyrics & multimedia).
* You will establish one church worship team and build a team ethos through regular team meetings that offer time for training, encouragement, reflection, and prayer.
* You will help to identify, train and mentor worship teams for anticipated church plants.

1. **Management**

* You will be responsible for the budgets for the different ministry areas you oversee, under the direction of the Operations Director and Finance Team.
* You will be responsible for the management and organisation of rotas for the worship and production teams and ensuring appropriate people are in place for services and events – with the support of the team leaders.
* You will have line management responsibility for the Tech Coordinator, and Comms coordinator.
* You will support the vicar and wider team in pastoral care for the congregations.

1. **Other**

* We are open to explore, with individual candidates, other areas of ministry which you might develop and lead, depending on your gifts and interests.

**Essentials**

**Personal Qualities**

* Passionate about Jesus, pursuing his presence through worship, and fully committed to the vision and values of St Nics.

* Humble, self-aware, strong emotional intelligence and able to demonstrate excellent interpersonal skills and have a sense of humour.
* Work well as part of a team.
* Committed to prayer, evangelical in theology and accepting of orthodox beliefs in matters of faith and conduct.
* Teachable, open to the renewing work of the Holy Spirit and happy to work at the direction of the Vicar.
* Able to form appropriate and healthy positive mentoring relationships with young adults and teenagers.

**Worship Leader**

* An accomplished singer and musician, with a wide knowledge of contemporary worship.
* Experienced in leading worship in a breadth of different contexts including an understanding of reflective and traditional, liturgically based worship.
* Able to inspire people to worship.

**Leader and Teacher**

* Capable of teaching and supporting singers and musicians in developing their gifts and skills.
* Have experience of working or worshipping in bigger churches, and understanding the structures and systems required to lead a healthy bigger, growing church.
* Willing to encourage and support production teams.
* Able to teach people, and help them to reflect, theologically.
* A good leader of leaders, able to build strong teams, and develop and mentor others.
* An encourager who can motivate others and draw upon their strengths to compliment your weaknesses.

**Management**

* Have good oral and written communication skills.
* Able to organise and coordinate planning and delivery of worship in a timely manner – delegating where necessary.
* Able to plan and manage budgets and prioritise spending.
* IT literate and able to use (or quickly learn to use) ProPresenter and Church Suite.

**Desirables**

* Have the ability to network, resource and encourage other worship leaders in the wider church in the North, and the North East in particular.
* Experience of working with students and young adults.
* Be experienced in sound engineering and/or production. Familiar with modern worship production technology such as IEMs.
* Have had some theological and/or worship ministry training.
* Experience in leading All-age worship, and kids’ worship.

**Key Information**

1. The role has an occupational requirement that the post-holder has an active and lively Christian faith.
2. Start date: as soon as possible.
3. The role is permanent and has a mutually reviewable probationary period of six months.
4. The role is 35 hours per week, excluding breaks, working over five days, including some evenings and most Sundays. You can request up to five Sundays off per year as part of your annual leave allowance. Normal days off are Fridays and Saturdays.
5. You will be leading or present at all key services such as Advent, Christmas, and Easter.
6. The notice period is three months.
7. The role reports to the Vicar and is appraised annually.
8. The appointment will be subject to you, if successful, obtaining an advanced DBS certificate through the Church of England.

Please note that we can only accept applications at this time from people who have a right to live and work in the UK.

**Benefits**

* 1. The salary for this role is £24,388 (35 hours p/w at £13.40)
  2. Above average employer pension contributions.
  3. You are entitled to monthly prayer and study days, one per month.
  4. You will be entitled to five weeks’ holiday per year, plus five designated public holidays, plus five public holidays to be taken at a time of your choosing and in agreement with the Vicar.

**Application and Interview notes**

The closing date for this post is Tuesday 2 July 2024

Interviews will take place on Thursday 11 July 2024

**About St Nics**

St Nics is an evangelical Church of England church in the heart of the City of Durham. We have a diverse community of 250-300 regular Sunday attenders across several services, and of all ages. As a Diocesan-designated resource church St Nics is in an exciting time of both transition and growth. Our worship – across three regular services (9am / 11am & 630pm) and a monthly service at 4pm - is generally of a contemporary-liturgical form and we are open to becoming more charismatic in our gathered times.