



ST MATTS

PLYMOUTH

THE **EVANGELISATION** OF THE NATIONS
THE **REVITALISATION** OF THE CHURCH AND THE **TRANSFORMATION** OF SOCIETY

WORSHIP PASTOR- ROLE DESCRIPTION- 2023

*'Christ himself gave the apostles, the prophets, the evangelists,
the pastors and teachers, to equip his people for works of service,
so that the body of Christ may be built up.'
(Ephesians 4:11)*

OUR PURPOSE - We exist to help people experience a life-giving relationship with Jesus and for that to positively impact their lives and the world around them.

HOW WE DO IT - St Matts aims to fulfil this vision by helping people to:

- **KNOW GOD** - Sunday Services
- **FIND FREEDOM** - Small Groups
- **DISCOVER PURPOSE** - Join the Adventure
- **MAKE A DIFFERENCE** - Dream Team

Role Purpose - The role of the Worship Pastor is to oversee and develop the worshipping life of St Matt's through music and creativity, enabling people to encounter God and deepen their faith.

Reports to: Executive Director
Direct Reports: Worship Team Leaders and team members
Creative Team Leaders and team members
Production and Media team members

1) Leadership

- Together with the Vicar and Executive Director, the Worship Pastor will be involved in prayerfully leading the church forward, discerning God's direction and embodying the church's Vision, Mission and Values.
- Alongside the Vicar, Executive Director and the Leadership team, they will be responsible for prayerfully discerning God's will and direction for the worshipping life of the church, the direction and pastoring of both the Worship and Production team members.
- Attend weekly Staff team meetings, participate in all additional prayer meetings, Kingdom Come nights and other ad hoc events such as Love South West.
- Attend 1-2-1 meetings with the Executive Director or as required.

- **Worship & Production**

- Lead, develop and set the culture of both the Worship & Production teams; recognising, valuing and releasing gifting in others; developing skill and confidence in the teams and pursuing the presence of God with authenticity and excellence.
- Oversee, develop and ensure provision of Worship & Production at church services and other events including but not limited to - Sunday Services, Kids, Nights of Worship & Prayer and special events as needed.
- Oversee and develop the Worship Team, identifying and appointing new Worship Team Leaders & Team Members.
- Lead Worship Leader meetings to discuss forthcoming events, support them pastorally and lead the heart and vision of the team.
- Organise and oversee Worship & Production team nights ensuring the team are supported, resourced, trained and equipped as needed.
- Organise weekly Worship Team rehearsals.
- Pastoral oversight of Worship & Production team members.
- Maintain and develop AV equipment ensuring all equipment is cared for, cleaned and organised. This includes ensuring the stage area is kept clean, tidy and organised.
- Maintain CCLI records & submit our annual return.
- Oversee provision of Worship & Production for ad hoc events e.g: Light Party, Festivals (Midweek Easter & Christmas events etc), Conferences and Team Training Nights.

Person Specification

	Essential	Desirable
Faith	<p>Passion and heart for the vision and purpose of St Matts Plymouth with a desire to see it implemented</p> <p>A vibrant Christian faith that inspires others</p> <p>Personal discipleship that helps to sustain and deepen your faith</p> <p>A clear heart of worship with a zeal to see others released to worship in Spirit and truth</p> <p>Walking in integrity, humility and authenticity</p>	<p>Experience of working in the Church of England</p>
Education & Qualifications	<p>To degree level or equivalent or qualified by experience</p>	
Experience	<p>Proven track record in leading/pastoring a worship team</p> <p>Understanding of and experience in</p>	<p>Overseen AV and production teams in a similar setting</p> <p>Led large scale events and</p>

	<p>developing audio visual systems</p> <p>Experience in FOH audio mixing and lighting systems</p> <p>Experience of recruiting and leading teams of volunteers and overseeing team members</p> <p>Experience of providing pastoral support to team members</p> <p>Able to manage budgets both cost effectively and strategically</p>	<p>have experience in overseeing a large team</p> <p>Strategic leadership experience with ability to plan and prioritise across a years schedule</p> <p>Experience in a similar role and having pastored a worship team</p>
<p>Personal Skills</p>	<p>Excellent ability at leading, managing, inspiring, identifying and releasing volunteers to serve and lead</p> <p>Able to sensitively pastor and mentor others</p> <p>Musical gifting with an ability to teach and inspire others</p> <p>Hardworking, self-motivated and an ability to take initiative and make things happen</p> <p>Having a servant hearted attitude to the role</p> <p>Trustworthy and able to maintain confidentiality</p> <p>Open to feedback and able to adapt and adjust as required with flexibility and a positive attitude</p> <p>Excellent time management skills</p> <p>Ability to plan ahead, prioritise, delegate effectively, juggle competing priorities and work under pressure</p> <p>Warm, fun, energetic, approachable and easy-going personality</p>	

Terms of Service

This position is a part- time role.

Set working hours are: Sundays 7.30am-12.30pm & 3:30-7:30pm (9 hours)
 Wednesday- 9:30-12:30 (3 hours)
 12 additional hours will be flexible and agreed with the
 Executive Director as required.

You will be required to work at Christmas, Easter, Creation Fest and will be required to attend the Church's Annual Meeting (APCM).

Hours: 24 hrs per week
Salary: £14,400-£16,800 (depending on experience).
Benefits: Statutory Pension Contribution.
 Free ticket to Creation Fest.
 Payment of one training conference/retreat per year.
 15 days holiday + bank holidays as allocated pro rata.

Genuine Occupational Requirement:

In accordance with Schedule 9 of the Equality Act 2010, there is a Genuine Occupational Requirement for the successful candidate to be a committed Christian, as you will be expected to lead worship, pray and pastor individuals within the church as part of your role.