

Pastor for Worship and 'The Gathering'

This is an exciting role for a mature Christian both to develop musical worship within a diverse church, and to develop our evening service ('The Gathering'). It would suit a versatile musician with strong team skills, emotional intelligence, ministry experience, and passionate vision for the power of good biblical teaching in a context of musical worship to ignite faith in Jesus.

Job Title: Pastor for Worship and The Gathering at St James Muswell Hill

Context: Full time, expected to take two days off a week. Occasional evenings or Saturdays by agreement with time off in lieu, or remuneration.

Salary: £22,000 - £25,000 (with accommodation if available) or £30,000 - £33,000 (without accommodation). Accommodation is subject to availability from the current housing stock.

Our Team

You would be joining a committed staff team in an enthusiastic and Christ-honouring culture. We work hard, care for each other, have fun, and try to be straightforwardly loving and honest.

You'll have been recruited because of your gifts and character, so you won't be micromanaged, although you'll be clear on what's expected of you. You'll be encouraged to rest well and take all your time off.

We all meet weekly, on Tuesdays, for lunch and team meetings, and keep in close contact by conversation and by email. Service planning happens, currently, on Tuesday mornings. We pray together daily for each other's ministry and the life of the church, with an extended time of devotion after Tuesday staff lunch.

As a team we rely on each other to do our various ministries, and we have high standards. We dream up new ideas all the time, and if you're coming on board, we can't wait to hear yours.

Purpose of Job

There are two distinct but complementary parts to this job:

1) To lead and encourage the congregations and our other groups to worship God and encourage each other by the use of biblically rich music, played and sung to a very good standard.

At St James, we have morning and evening services. The morning has a mixture of newer songs, well-known classics and more traditional hymns, with the choir singing monthly at communion services. The Gathering, our evening service, has a wholly contemporary feel.

2) To take primary responsibility for the evening service (see below, [Current Patterns](#)), while being active within the other. The ordained ministers will be present and active, preaching and leading.

St James has an established pattern of evening services being more relaxed and deliberately contemporary. The service format and layout has undergone some changes, e.g. more discussion and space for Interviews but we need to continually develop our thinking. We are aware of a need to connect better with those who attend. We are thankful for a new small group Bible study that is mostly made up of people attending the evening service.

Reporting to: The role currently reports to the Vicar

Safeguarding

St James is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders are expected to share this commitment.

You will need to attend all relevant safeguarding training and work according to our safeguarding policy.

Since this post will require you to work with children and young people and possibly vulnerable adults, It will be subject to and enhanced DBS clearance.

Person Specification

Essential Criteria:

- Passion for God and his gospel
- Solid understanding of the role of music in corporate worship
- Experience of leading sung worship in both solo and band settings
- Ability to sing and play lead instrument (either guitar or piano/keyboard) to a high standard
- Ability to arrange songs for different instruments in the band setting
- Strong team worker working with volunteers and staff members
- Good administrative and organisation skills
- Wanting to lead a congregation in an informal and creative context
- A basic level of biblical training, and a desire to grow as a preacher
- Experience of leading Bible studies
- Proven pastoral instincts and people skills

Desirable Criteria:

- Experience of leading in a larger diverse multi-generational church
- Ability to play another instrument in contemporary band setting
- Experience in congregational leadership and service planning
- A track record showing innovation and creativity
- Experience of pastoring in a Millennial context, including proactivity on social media.
- Composer of new songs in worship
- Experience of training and pastoring teams
- Comfortable with setting up Instruments and audio equipment

There is a Genuine Occupational Requirement (GOR) that the post-holder is a practising Christian. Schedule 9 of the Equality Act 2010 applies.

We envisage that someone with the right willingness and sensitivities will be able to grow into the role. Applicants who feel that they do not meet any the desirable criteria are still encouraged to apply.

Elements of the Music Ministry at St James

The following is a current list of areas that the job holder will have direct responsibility for championing, recruiting, and developing. The list is not exhaustive, and the job holder will be expected to periodically review effectiveness and consider alternatives if needed. There will be other occasional duties as assigned by the line manager.

- Set the vision for our sung worship on Sundays and any other all-church midweek meetings, paying particular attention to the words to be sung
- Lead the worship regularly at services, and ensure that there is always a leader assigned to every service
- Take a lead in providing for a strong contemporary presence at the major festivals of Christmas (principally at Contemporary Carols, and Kids service) and Easter

- Oversee and collaborate with members of staff or volunteers to produce a healthy range of contemporary (e.g., Hillsong, Sovereign Grace Music, Worship Central, **Passion, Housefires, Maverick City, and Elevation Worship**), and well known songs (e.g., Townend & Getty, Graham Kendrick), and allow for popular hymn music on Sunday mornings and other relevant occasions
- To work with the choir leader, helping to decide on song choices, and the overall contribution of the choir at the 1030 Sunday service.
- Discover and arrange suitable new songs for us to sing, with our active encouragement in composing and/or recording new material
- Recruit, train, develop and deploy musicians and worship leaders from within the congregations. Our platform for service rotas is Planning Centre
- Host team meetings for the musicians to encourage a biblical vision for worship, and develop their musical gifts
- Participate in service planning meetings (currently online on Tuesdays), draw up agreed service orders, and communicate the outcomes to worship leader assigned to service
- Oversee the care and maintenance of musical equipment in the church (excluding the organ)

Current Patterns of The Gathering (Our evening service)

- The Gathering runs from 6-7.15 (approx.). The layout is for people to be in groups of 6, clustered around tables. Leadership of the service is intentionally shared.
- The elements of songs, prayer, bible reading and testimonies are what one would expect from a contemporary evangelical service, and the most distinctive element is responding to the talk in discussion groups.
- Attendance is around 50-55, and growing
- You will be expected to work with but also develop this pattern, taking it in new directions, both by studying other churches and models, and by creating new concepts.
- The Gathering also has a growing small group (Pastorate) connected with it, meeting on Wednesdays in the church centre for reasons of size. **The job holder will oversee this group, and manage its healthy development.**
- At Christmas, we hold 'Contemporary Carols' (see our YouTube channel) which is a significantly upscale event, with a separate budget and a larger set of volunteer teams. Currently this is the only evening service we livestream.

You will have:

- An allocated budget to spend, in order to develop our ministries
- An office at the church, with secure storage for instruments
- Weekly meetings with clergy to discuss pastoral leadership
- The support of regular Heads of Ministry Meetings and other relevant pastoral meetings
- Regular time with your line manager, the Vicar
- Opportunities for further training and development

We would love to see your contribution in shaping the role as well, bringing your unique gifts to the team and the church.

Summary of Benefits

Salary: The job holder will be offered a salary of £22,000 - £25,000 (with accommodation provision) or £30,000 - £33,000 (without accommodation), dependent on experience.

Pension: St James will make contributions to your pension, currently 3% of your salary.

Holiday Entitlement: Full time staff are entitled to five weeks paid annual leave each year, plus a further 3 working days paid leave which must be taken in the gap between Christmas and New Year, to allow the church offices to close.

Training, Development and Support

The role will be demanding from time to time, but equally rewarding; and so the job-holder will receive ongoing support both from within the church staff team, and externally from Christians undertaking similar work in other organisations.

The job holder will be expected to undergo safeguarding training, and in discussion with the line manager, be proactive in finding appropriate training courses.

All appointments to the staff team are subject to passing a probationary period of three months.

Applications

We encourage all potential applicants to get in touch with the line manager, Chris Green, for an informal chat (chris.green@st-james.org.uk or Tel 020 8051 3153).

We also invite you to visit our Sunday services, to experience our church culture to see our current music provision in action. The most recent morning service will always be on our YouTube channel. You are strongly encouraged to visit The Gathering, as this service is not recorded or livestreamed.

To apply for this role, please use the online recruitment form [here](#). Please note that applications without the form will not be considered for the role.

We also invite you to send links to recent work e.g. YouTube links from livestreamed church services, or other recordings. Recordings and links should be sent to gabrielle.moris@st-james.org.uk and please indicate your role in the link or recording e.g. vocal lead; playing keyboard etc. Any recordings of recent sermons preached would also be appreciated.

The closing date for applications is Friday 3 May 2024.

Interview and a potential jam session with the band will be at a mutually agreed date.

Safer Recruitment, Safeguarding, Whistleblowing and Ex-Offenders Policies are available for viewing.