
TRANSFORMING MISSION

St. Austell

PIONEER WORSHIP MINISTER

CONTENT

1. ROLE DESCRIPTION
2. PERSONAL SPECIFICATION
3. BACKGROUND INFORMATION

St. Austell. Pioneer Worship Minister

August 2019

1. ROLE DESCRIPTION

Pioneer Worship Associate Minister

Context:	This role is open to lay or ordained applicants. The post will operate as part of the Resourcing Church for St. Austell and under the leadership of Revd Howard Flint, vicar of St. Austell. The role is funded by the Diocese and Church Commissioners and is part of the Transforming Mission (TM) initiative and is part of the wider Diocesan vision. ¹
Location:	Initially based in the centre of St. Austell and may vary as new opportunities arise
Reporting to:	Howard Flint, Vicar of St. Austell parish
Standard Working Hours:	40 hours per week
Key provisions:	Salary, pension and expenses

Purpose of the Role

We desire to give as much freedom and flexibility to this role as is possible; therefore, this Job Description is indicative and can be shaped in partnership with the vicar of St. Austell.

We are looking for a leader to be responsible for leading the church in sung worship, with a particular gift for Spirit-led and contemporary music.

We need someone who loves spending time worshipping the Lord and has the desire to take others with them as they do this.

Overview and scope of the role

The Worship Minister needs to be a person of prayer and open to the leading and guiding of the Holy Spirit. They will have pastoral gifts and spiritual maturity, as well as seeing all of life as an act of loving worship of God. We are looking for someone who has a deep insight that informs the way they lead and inspire worship. They will have had pastoral training and experience, as well as the right calibre of musical gifts.

Overall role purpose

To be responsible for the coordination and development of our Corporate Worship, providing the creative direction for our times of gathered worship. They will be responsible for developing our weekly pattern of worship as well as seasonal and one off celebrations. They will also have a key responsibility in the pastoral care of the congregation, in collaboration with the Vicar. This role will be crucial in encouraging each individual within the St. Austell church family to actively engage in living their whole life as worship to God, who calls them, as envisioned by our Vision.

¹ See section 3 for more information about Transforming Mission and Diocesan vision

St. Austell. Pioneer Worship Minister

This is to be achieved by working collegially with the Vicar, other ministers and lay ministry leads in the church and other deanery leaders.

The purpose of the role is to:

- Share the good news of Jesus with those who are outside or on the fringes of church.
- Develop new worshipping ‘gatherings’ and to reach the next and missing generations.²
- Lead the worship in existing and new congregations and gatherings.
 - This includes training new sung worship leads, establish a ‘worship school’ for the deanery, initiate and guide the review and redesign of worship across the deanery.
- Provide organizational and creative leadership.
- To build up our ‘pioneering’ capacity through building bridges into the community and investing in people.
- Seek to empower and include other Christian believers in worship ministry.
- To be a proactive team player within the leadership group.

Key responsibilities

General

- Fully participate in the life of the parish and leadership team.
- Along with the leadership team of the parish, ensure a healthy and Christ-centered culture that demonstrates God’s love.

Leadership

- To be a visible and supportive leadership presence within the church and wider community.
- To identify, attract and enable those with creative and musical gifts to share the vision, ministry and mission.
- To provide leadership and pastoral oversight for the worship teams.
- To play an active role in leadership and support of the creation of new worshipping communities.
- Lead worship and ministry that engages all generations.
- Develop as a leader, recognizing that as seasons in leadership and formation move on, new opportunities for ministries will emerge.
- To plan events and initiatives throughout the year that support the mission and ministry of the parish.
- To assist in the establishment of new congregations, gatherings and groups.
- To assist in building thriving ministries focused on young people (next and missing generations) that attract and disciple new believers as well as develop and nurture existing members.
- To pro-actively initiate, lead and encourage others in sharing the gospel through missional activities in St. Austell and beyond.
- To promote and support the development of vocations in the Church, with a particular focus on creative and musical vocations for young people and students.

² ‘Next and missing’ generations includes youth as well as 20s-30s.

St. Austell. Pioneer Worship Minister

Management & Formation

- To provide pastoral support and discipleship, with a specific focus on the next and missing generations.
- Provide proactive line management support for team members.
- Supervise others effectively through a structured supervision programme.
- Agree your personal development objectives and actively participate in regular supervision sessions with line manager.
- Remain accountable to the ministry team and the vicar.

Preaching and worship

- Proclaim the good news of Jesus and faithfully teach from Scripture.
- To be a confident speaker acting as part of the ministry team leading worship.
- To lead worship in a variety of settings.
- To creatively develop worship formats to assist new gatherings and expressions of church.

Sunday and Midweek worship

- Leading sung worship and organizing the sung worship provision on Sundays, midweek and on special occasions, as required.
- Exploring with sung worship leaders their passions and skills in worship, and refining, nurturing and honing these skills.
- The line-management/support of worship leaders.
- Establish systems and processes for identifying, recruiting and placing of volunteer helpers into the
 - Pool of Sung Worship ministers
 - Visual communications team, in collaboration with service leaders.
 - Life group worship leadership
- Setting goals and targets as agreed, which meet the church's vision
- Lead and draw other volunteers into serving through sung worship at outreach activities and festivals both within the parish and in town-wide activities.

Youth Band

- Nurture the youth band by providing input, training and opportunities for the members to serve the wider church as appropriate to their standard.
- Provide and coordinate appropriate mentoring and internships for the members of the Youth Band as required.
- To be an advocate for the band.

Discipleship and Evangelism

- To support and participate in evangelistic and discipleship activities (e.g. Alpha, Emmaus, Freedom in Christ courses, taster events, 'connect' groups, etc.)
- Work in partnership with other churches (e.g. Churches Together in St. Austell) to help young people to explore their faith and encourage healthy discipleship.
- To work in partnership with other churches, as appropriate, in order to further the mission and ministry to the missing and next generations in and around St. Austell.

St. Austell. Pioneer Worship Minister

- To use a variety of communication means (e.g. social media platforms) to engage with young people, proclaim the gospel and raise awareness of St. Austell parish activities.

The key relationships:

- Young people (next/missing generations)
- Vicar of St. Austell parish
- PCC of St. Austell parish
- Pioneer Minister
- Youth and Families Associate Minister
- Operations Manager
- Curates, ordinands
- Interns
- Café Minister

Health & Safety

- To adhere to the Diocese of Truro's Health and Safety policy and procedure as well as any other related laws and to do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life.

Safeguarding

- To adhere to the Diocese of Truro's safeguarding policy and procedure as well as any other related laws and to do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life for all who may be vulnerable. This includes a responsibility to remain up to date with your own safeguarding training at the level appropriate to the role. *Please note that this role requires an enhanced DBS check.*
- To undertake other duties, as may be required from time to time, to ensure the effective and efficient fulfilment of the role.
- To undertake relevant training required to best carry out the role, if required.

Diversity

We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. We aim to create a workforce that:

- Values difference in others and respects the dignity and worth of each individual
- Reflects the diversity of the nation that the Church of England exists to serve
- Fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and ensuring that all employees, job applicants, stakeholders and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

St. Austell. Pioneer Worship Minister

Standards of Behaviour and Conduct

Staff are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

This job description is a summary of the key areas of responsibility in the job. It is not intended as a definitive statement of job content.

This job description will be reviewed periodically, and may be subject to amendment.

St. Austell. Pioneer Worship Minister

2. PERSON SPECIFICATION

We are looking for an inspirational person who can demonstrate their ability to work with energy, ambition and vision. The ability to work collaboratively as part of a dedicated and enthusiastic team is essential.

Essential

- An intimate worshipper of God experienced in leading Spirit filled worship in church settings
- Be an accomplished and experienced musician with instrumental and vocal skills and the ability to train and lead others in their musicianship,
- A leader with a passion to see the next and missing generation (i.e. young people) encounter God.
- A desire to nurture and disciple people to worship God in spirit and in truth with their whole lives.
- A desire to work in teams to lead and grow church communities.
- A desire to be Spiritually formed, whilst supporting the spiritual formation of others.
- Have a vibrant relationship with Jesus Christ and be passionate about His church, and encouraging all his followers to go deeper in creative worship - by:
 - being able to draw in other musical and artistic resources to nurture and develop creative worship skills and gifts in members of the congregation;
 - having an appreciation of the musical and liturgical traditions of the Church of England and to blend them as the church needs;
 - supporting and advising musicians in the development of their own musicianship and theological learning.
- Experienced in ministry, mature and resilient in faith

Qualifications

- A clear testimony of faith in Jesus Christ and a vital, growing personal relationship with Him, which is manifest when leading worship.
- Commitment to the mission and vision of St. Austell parish.
- Demonstrable qualifications to lead worship, teach, lead and pastor others.

Experience

- Leading worship that effectively engages all people.
- Experience of growing new worshipping 'gatherings'.
- Experience of managing others and their Spiritual formation.
- Creating and developing new initiatives and events that engage young people.
- Engaging with people in various community settings.
- Strong communication & interpersonal skills (written & verbal).
- Proficient in Microsoft office, email, internet and social media.

Knowledge and personal characteristics

St. Austell. Pioneer Worship Minister

- A desire to share the gospel and lead people into a relationship with Jesus through Spirit led worship.
- A desire to grow disciples and see young people discover and walk into the purposes of God in becoming 'whole life worshippers'.
- A desire to be part of the renewal and revitalisation of the church in St. Austell through worship
- A desire to develop worshipping leaders
- Proactive, self-motivated and able to work on own initiative and with the ministry team.
- Friendly and approachable and an ability to build relationships with all generations.
- Ability to deal with many types of people with wisdom, self-awareness and love.
- Personal integrity
- Creative in fostering creativity in others through the interface of sung worship, art, drama and movement).
- Able to hear God and respond during the flow of formal and informal worship.
- Resilient, with a high level of determination & persistence.
- Ability to build strong & effective relationships within a team.

Skills

- Music and vocal skills.
- Excellent teaching and communicating skills.
- Ability to handle and communicate Biblical truths well to all generations, especially young people.
- Ability to build community and engage with a variety of people and backgrounds
- Strong people management & leadership skills, including effective time management, prioritisation and delegation.
- Excellent pastoral care provision.
- Strong organisational & administration skills; ability to manage a budget.
- Proficient in Microsoft office, email, internet and social media.

Desirable

- A qualification in theological or biblical studies.

There is an Occupational Requirement that the post-holder is a Christian.

An enhanced DBS disclosure will be required.

The Rehabilitation of Offenders Act does not apply in this instance.

St. Austell. Pioneer Worship Minister

Background Information

A. Diocesan Vision and Transforming Mission

The Truro Diocesan Vision Statement is “**Discovering God’s Kingdom, Growing the Church**”

TM is our most significant initiative within this vision to stimulate church growth in the diocese. Our prayer and our planning is based upon the multiplication of the model for growth already being pioneered across Falmouth.

TM is a model for the renewal of Anglican church life across Cornwall, focusing particularly on the “missing generations”, young people and families. In May 2017, the diocese successfully bid for the first phase of TM, to develop a Cornish model of resourcing church based in All Saints, Falmouth, which could act as a model for further locations across Cornwall.

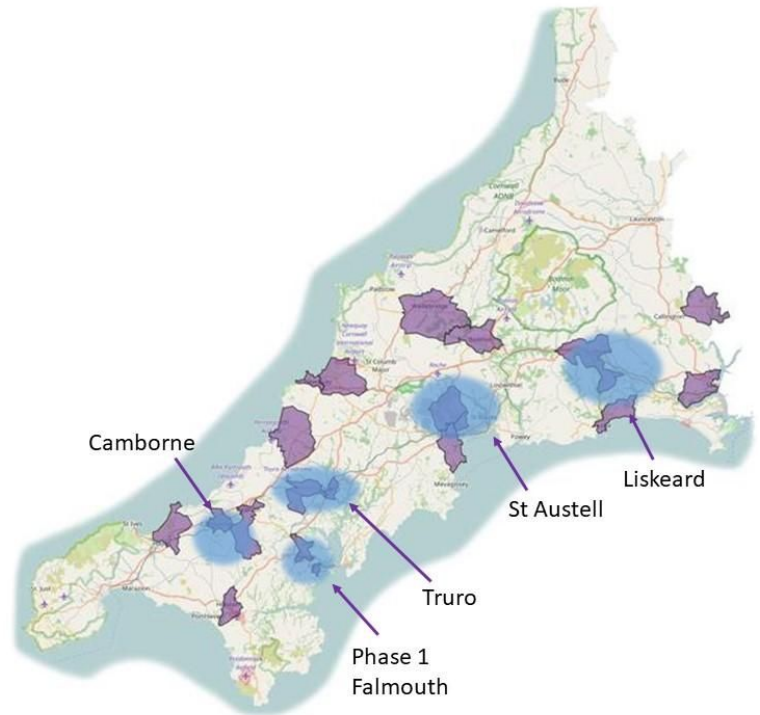
For further information please go to (insert website link)

Model

This bid is for further funds to enable us to apply and extend the model, now bearing fruit in Falmouth, in our next largest population and opportunity areas:

- St Austell
- Camborne
- Liskeard
- Truro

This covers the major urban centres, forming a dynamic and mutually supportive network of TM leaders and churches across Cornwall.



St. Austell. Pioneer Worship Minister

B. Opportunities in St. Austell

1. Vision for St. Austell

Our vision is: 'To be wholehearted for God', which means looking for opportunities to share the gospel through the warmth of our welcome and our heritage (physical and spiritual).

St. Austell is the largest town in Cornwall and at its heart is Holy Trinity, which is a church that is growing numerically and spiritually. While we have a good number of families, children and young adults we are keen to intentionally reach out to the next generations, build on our relationships in our communities and establish an 'engine' for church growth in the wider area.

See www.staustellparish.uk for more information.

2. What good will look like in six years.

To create an engine for growth through the development of a 'Worship & Discipleship Hub' (see fig. 2 below). In six years, St Austell and the surrounding area will have:

Three new worshipping communities and over 200% growth in church membership. There will be a real and significant presence in the largest town in Cornwall through a café and 'hub'. The hub will focus on worship and discipleship, equipping worship leaders and Christ-followers (regardless of tradition) in the wider area. The new facilities will also be community focused.

To facilitate this growth an intern programme will provide a pipeline of resource and future leadership that is focussed on reaching out to the fringe and the wider area.

There will be a transformed age profile of those who identify as Christians. Through building a critical mass in young people and families, we will attract the missing generations and future generations back to Jesus and His kingdom.

To support this growth there will be:

- i) regular discipleship and seeker events/courses, as well as transitions courses (marriage, parenting, divorce)
- ii) leadership development for further growth, which will focus on equipping other churches in the wider area and preparing individuals for mission and ministry. A culture of generosity and trust will develop across churches and we will seek to develop team ministry across the Deanery, including 'focal ministry' for emerging lay leaders.

St. Austell. Pioneer Worship Minister

3. Objectives

- i. **Transform St Austell and wider area for Jesus:** establish a café and meeting space on the main street by March 2020; create a hub for people to gather and worship (purchased and committed by the PCC), social engagement.
- ii. **Engage with the ‘missing’ and next generations (20s-30s age group):** New services and increased presence and engagement with schools, chaplaincy to HE colleges and the Eden Project. (Sept 2019 to June 2020), seasonal social ‘sessions’.
- iii. **Engage with young people/families/children:** Build current youth and families work with the additional resources from the intern programme and equip or partner with other churches. (Ongoing)
- iv. **Develop depth of discipleship:** Through regular teaching, courses (e.g. FiC) and leadership courses to resource the wider Deanery and new ‘focal’ ministries (established by Sept 2020)
- v. **Establish new worshipping communities:** Through a phased approach we will help ‘establish existing’ communities [e.g. St. Luke’s, Phase 1 is ongoing], ‘grow-in’ new communities in the café and in Holy Trinity [Phase 2, from September 2019] and ‘grow-out’ in the wider area with interns and Pioneer Minister [Phase 3, October 2019].

4. Additional information

- St. Austell parish covers one of the largest towns in Cornwall, with a population of ~37,000.
- Our vision is to resource within and beyond St. Austell, to the surrounding area of South and central Cornwall, which will have a total population of ~104,000 by 2025.
- New housing developments are underway, which will see an additional ~500 homes over the next five years, with a further 5000+ new homes proposed over twenty years. This offers new ministry opportunities.

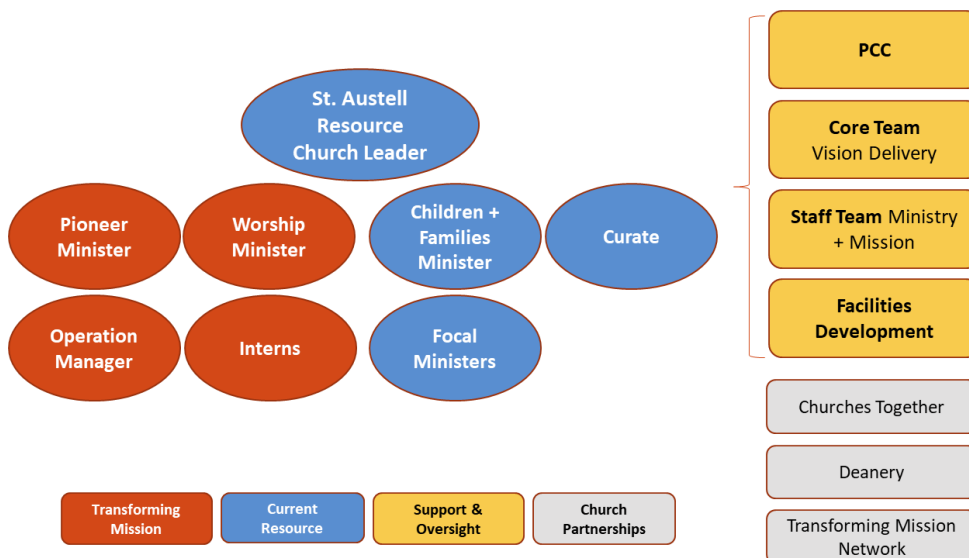


Fig1. High level structure of St. Austell parish team



Fig2. Engine for growth