



Worship Pastor

Role: Worship Pastor

Location: Causeway Coast Vineyard, 10 Hillmans Way, Coleraine

Line Manager: Senior Pastor

Salary: £28k - £30k (depending upon experience)

Hours of Work: Full-time (35 hours per week). We will consider Part-time applications (minimum 3 days per week) for the right candidate. Sunday will be an essential part of this role and flexibility is required for occasional evening work.

Pension: A generous staff pension with 5.5% employer contribution is provided in this role

Holidays: 31 days annual leave to include 8 days fixed closures/public holidays

Application Deadline: 12pm, Wednesday 12th February 2025.

JOB ROLE:

Casting a compelling vision for worship, training and equipping of teams, and creating an environment where worship and creativity can thrive and help people encounter Jesus. Unite worship and audio-visual (AV) teams in order to produce excellent services and gatherings to enable people to worship and encounter Jesus. provide direct supervision to AV teams, develop and train teams and manage equipment.

JOB SUMMARY:

Causeway Coast Vineyard (CCV) is a vibrant, pioneering, missional community in the north coast of Northern Ireland with around 700 people attending Sunday services. We are a church where lives are changing, a place where people are saying 'yes' to God and experiencing life in a fresh way. We are passionate about bringing transformation to every area in our community.

Worship is one of our core foundational values as a church and we want to invest in this role strategically as we plan for the future. The role has grown and developed from shaping how people worship and encounter Jesus to also include the use of technology to create environments that enable people to worship and engage with church. In this sense, there is a natural unification between worship and AV. The postholder as well as being skilled musically must be able to oversee all aspects of AV including sound, lighting and multimedia streaming providing guidance and training to all serving in that area. This role involves managing and leading everyone within the CCV worship community (currently 75 members) from all aspects of worship including worship leaders, musicians, AV and multi-media.

The postholder may also provide pastoral care both in the staff and wider church environments where appropriate.

This role is ideally a full-time post (35 hours per week) including Sundays and occasional evening work but could be a part-time position (minimum 3 days per week), depending on the suitable candidate's preference and availability.

KEY RESPONSIBILITIES:

Cast Vision and Provide Leadership

- With the Senior Pastor promote a church wide vision of worship that aligns with our mission, to lead CCV into increasingly becoming a Jesus centred church which is inwardly strong and outwardly focused
- Provide direction, spiritual oversight, vision, strategic development, and coaching (spiritually as well as musically and technically) for all worship and AV teams.
- Demonstrate our values (intimacy, integrity, passion, kingdom expectation and accessibility) in your worship leading and ensure that are upheld by the worship community
- Lead the conversation in how we should use and develop technology in worship and gatherings to create environments of worship that align with our mission and values.
- Continue to expand what worship could be, creating environments where all aspects of 'The Arts' can be involved in worship

Plan and Oversee

- Plan and organise all aspects of worship including AV and multi-media) for services, gatherings, special events (i.e church family and seasonal events like Easter and Christmas gatherings), and conferences.
- Proactively work with the services team to ensure all administrative tasks in relation to worship and AV teams, including rotas, are carried out efficiently and effectively.
- Ensure that worship is accessible and is excellently managed, including scheduling for rehearsals and services.
- As part of the services team plan, implement, and review services each week.
- Champion the use of Planning Centre, as our primary tool for communications, service planning, and scheduling teams.
- Plan and manage the worship and AV budget and allocate resources efficiently, effectively and appropriately.
- Purchase, maintain, manage and upgrade the worship and AV related equipment and it's storage.
- Plan and organize worship and prayer gatherings as part of our regular rhythms in the life of CCV.
- Research and develop the AV kit (audio/visual/lighting/projection/staging) and online streaming tools as required.
- Ensure high-quality audio-visual experiences during services and events (including live streaming of Sunday services).

Equip and Empower Team:

- Model what Christ-centred service looks like in worship ministry.
- Continuously identify, recruit, train and release church family members to serve in the worship ministry according to their gifts.
- Develop a supportive team environment, creating opportunities to build team life which will include regular worship team gatherings for vision casting and celebration.
- Plan and coordinate regular training programs for team members.

- Develop pathways to identify, train and mentor team, providing support, direction and supervision to help each person develop skills and find real purpose.
- Develop multiple worship leaders and musicians to serve not just in a Sunday services but within other ministries, i.e. Kids, Youth ministry or Alpha.
- Provide worship and AV support to all CCV ministries. This person would be a primary point of contact for all ministry areas and would directly help with any worship/AV needs.
- Recruit, develop and manage worship and AV interns.

Pastoral Care

- Provide pastoral care and spiritual guidance to the worship team.
- Uphold and display our pastoral share model amongst all individuals around CCV.
- Signpost others to appropriate pastoral support within the church and with external agencies.

Personal Development

- As a lifelong learner, continuously enhance skills, knowledge, and professional competencies through creating space for study, reading and attending training events or conferences relevant to your area of ministry.
- Explore opportunities for further study in order to grow and develop in order to serve the Church body.
- Set and achieve personal objectives and goals aligned with the churches values and key objectives.
- Cultivate key soft skills, including communication, adaptability, and problem-solving.
- Foster a growth mindset, adapting to evolving workplace challenges seeking to contribute to a healthy culture of growth and development with CCV and leading this by example in your area.

Other Responsibilities

- Attend all staff meetings, away days and training as required.
- Willingness to take on different tasks as the role develops.
- Play a full part as a member of the staff team, working collaboratively on shared goals and supporting wider ministries of the church as appropriate.
- Have a proactive stance towards personal development by reading, accessing training and seeking relationship with people in the next stage of ministry.
- Actively engage with the wider Vineyard worship network.
- Be an active member of CCV.

PERSONAL SPECIFICATION :

	Essential	Desirable
Qualifications	<p>5 x GCSEs (or equivalent) at Grade C or above including Maths</p> <p>Full driving licence</p>	<p>3 x A Levels (or equivalent) at Grade C or above</p> <p>A degree in music, theology, or a related field</p>
Experience	<p>3 years previous experience in worship ministry, within a Vineyard or similar church context</p> <p>Experience of leading and managing a team</p> <p>Working knowledge of AV systems</p> <p>Proven track record in developing leaders who develop leaders and excel in getting work done through delegation</p> <p>Pastoral experience including praying with and leading others in their discipleship to Jesus</p> <p>Experience of working with volunteer teams</p>	<p>Experience in song writing</p> <p>Experience of managing an AV team</p>

<p>Skills</p>	<p>Strong ability to lead worship with instruments like guitar or keyboard</p> <p>Skilled in vocal and instrumental music</p> <p>Troubleshooting / Problem solving</p> <p>Flexible and adaptive to respond to fast paced and changing environment</p> <p>Good IT and admin skills</p> <p>Excellent at inspiring and motivating others</p> <p>Excellent organisational skills including planning, setting priorities, meeting deadlines and being strategic</p> <p>Good communications skills; verbal and written</p> <p>Able to work on own initiative and as part of a team</p> <p>Concern for excellence and attention to detail</p> <p>Logical, articulate approach to work</p> <p>Excellent time and task management</p>	<p>Experience of providing training to staff / volunteers.</p> <p>Able to use software and electronic work methods such as such as MS Excel, MS Word and email etc.</p> <p>Experience using Planning Centre Suite</p>
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Personal / character	<p>Willingness to serve others</p> <p>Demonstration of faith in Jesus, including willingness and ability to communicate your own story of your faith journey</p> <p>Life-long learner, able to lead yourself and eager to improve your skills and strengths, yourself, and your role</p> <p>A commitment to personal growth, and church growth</p> <p>A commitment to the statement of faith of Vineyard Churches UK and Ireland and passion for the work of Causeway Coast Vineyard</p> <p>Responsive to correction and direction</p> <p>You will be positive, and pursue joy</p> <p>The successful applicant will work within the framework of a collegiate leadership structure and therefore show a high degree of relational and emotional intelligence. You will have a clear awareness of your strengths and a requisite track record in utilising them in a team context.</p>	
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ADDITIONAL INFORMATION

For this role, we hire for character, competence, chemistry and culture:

Character – You have to love Jesus, love the church and be committed and actively involved in our mission and life here at CCV.

Competence –You must display personal integrity with a high level of gifting and ability.

Chemistry – You must be a relational fit with our team, particularly those you will be working closely with.

Culture – You must be someone who will engage with, embrace and impart the culture of Causeway Coast Vineyard.

This is not an exhaustive list of duties and the successful candidate may be required to perform other tasks as designated by his/her line manager.

We welcome candidates interested in either this as a full-time or part-time opportunity. We will consider part-time hours (min 3 days per week) for the right candidate so please let us know your preference during the application process. Please return completed typed forms by 12 noon on Wednesday 12th February 2025 to:

Email: lee@causewaycoastvineyard.com

Post: Lee Jennings, Causeway Coast Vineyard, 10 Hillmans Way, Ballycastle Road, Coleraine, BT52 2ED