



## Job Description and Person Specification

**Title:** The Worship Pastor

**Accountable to:** The Creative Pastor

**The Church:** The C3 Church is a Christ-centred, cause-driven, community-focused multi-site church whose mission is to “reach and to shape a generation with the message and cause of Christ”.

The C3 Church has over 1000 worshippers on Sundays, 20 equivalent full-time staff team and an annual income of over £1,000,000.

Despite the size, The C3 Church is passionate about creating a family-orientated environment where people feel valued, cared-for and where work is largely achieved through collaboration, mutual respect and loyalty to the cause. We are looking for people who are strongly interpersonal and who have a real heart to serve and empathise with those in need.

The post holder will be accountable to the Creative Pastor and will operate within and faithfully represent the vision of C3 and be the key person in recruiting, developing, and pastoring the Worship Team. The post holder will also set an example of unity, loyalty, and integrity to the church.

This post requires good leadership skills, a strategic mindset with a focus on executing the vision, and a passion for developing people of influence to facilitate this.

### Primary areas of responsibility:

The Worship Pastor will model and articulate the church’s values and vision in all areas of work, both within and outside of the church.

The primary role is global (across all sites) and therefore, the responsibilities will be to recruit, manage, empower, and enthuse the Worship Team across all locations and ministries.

The Worship Pastor’s role is, strategic in nature, working with and through people, equipping and enabling them to fulfill their wider God-given destiny.

### Key Relationships

Members of the Lead Team, the Operations Team, Age-Group Pastors, Ministry and Team Pastors, Centre Managers, and Volunteers.

## The Worship Pastor's Key Responsibilities:

### Leading and managing the Worship Team:

This includes:

- Ensuring the worship team and volunteers, are healthy, reflective of a spirit of excellence and passionate about providing the very best worship experience, within the resources available, in order to see the church's vision fulfilled
- Creating an atmosphere of faith that reflects the culture of C3, by providing; collaborative supportive and effective planning across all areas of worship, including our multisite locations
- Recruiting, training and the development of the worship team volunteers
- Oversight of the weekly preparation of set lists, rotas and rehearsals
- Oversight of the song/media preparation and presentation, sound lighting enhancements and coordination of all instrumentalists and vocalists
- Planning the corporate worship services in consultation with the Creative Pastor and the Lead Team with prayer, theological accuracy and musical appropriateness
- Managing and developing all the C3 worship coordinators, including Kids, Youth, Young Adults and Sunday Services across all locations
- Providing spiritual care to the worship team by discipling, praying for and training the worship teams
- Supporting teams, including volunteers, in the planning and execution of significant seasonal and special events
- Developing good and effective communication across all teams in order to deliver an effective, timely and efficient worship experience

### Personal Development

This includes:

#### Self-Development

- Promoting and modelling the values and vision of C3 in all areas of church life
- Accepting personal responsibility for your own spiritual growth and development
- Placing a high premium on the need for personal integrity and loyalty in managing people and resources
- Giving generously to the church in time, treasure and talent

#### Development of others

This includes:

- Providing pastoral care for the team and ensuring they participate in church activities that are spiritually healthy
- Cultivating a highly engaged team who are growing in the passion, commitment and energy in their role
- Cultivating a sense of family, collaboration, trust and mutual cooperation amongst the team
- Continually looking for and inspiring potential influencers on their journey
- The provision of clear role descriptions for all team for whom you are responsible, that there are clear role descriptions for their teams

### Facilitating Global ministries (ministries across all locations)

This includes:

- Leading, empowering and equipping the worship leaders across all of our multisite locations
- Promoting, encouraging and supporting staff training by coaching, modelling, mentoring and/or facilitating appropriate training.

### Person Specification: The Worship Pastor

ROLE QUALIFICATIONS	
Character Attributes	Skills & Educational Requirements
<p><b>Faith:</b> Relationship &amp; commitment to Jesus Christ.</p> <p><b>Vision:</b> Commitment to The C3 Church and its vision.</p> <p><b>Loyalty:</b> Commitment and loyalty to the leadership of The C3 Church.</p> <p><b>Teamwork:</b> Ability to work in a strongly collaborative and supportive team environment.</p> <p><b>Maturity:</b> Spiritual maturity evidenced by a pleasant, caring, empathic, kind, forgiving, non-judgmental, but assertive manner.</p> <p><b>Passion:</b> A passion for building healthy church and focused on the Great Commission.</p> <p><b>Community:</b> Family-oriented, generous at heart and authentic. Inclusive, warm and strongly interpersonal.</p> <p><b>Influence:</b> Spiritually potent, enthusiastic and contagious in spirit.</p> <p><b>Competency:</b> Naturally gifted influencer, united and committed to the part they play.</p> <p><b>Achievement:</b> Constantly looking to the future, focused on the Great Commission.</p> <p><b>Creativity:</b> Visionary in nature and innovative in expression.</p> <p><b>Love:</b> Lovers of God, people and life.</p>	<p><b>Education / Experience:</b></p> <ul style="list-style-type: none"> <li>· <b>Education:</b> Qualifications in the areas of Theology or Christian Ministry are desirable.</li> <li>· <b>Leadership Experience:</b> Experience in leading, caring for and pastoring people is essential.</li> <li>· <b>Ability to lead vocally, instrumentally and spiritually</b></li> <li>· <b>3 to 5 years of worship leadership experience</b></li> </ul> <p><b>Skills / Role Attributes:</b></p> <ul style="list-style-type: none"> <li>· <b>Decision Quality:</b> You are patient and humble to ask for opinions, and good at learning from the past to make good decisions. You are a good listener, value collaboration and sensitively encourage authenticity and mutual respect.</li> <li>· <b>Strategic Mindset:</b> You are not just focused on day to day activities but focussing on the strategy for tomorrow, you plan the best route to take.</li> <li>· <b>Drives Vision &amp; Purpose:</b> In the changing times, you hold onto the vision and purpose, you tangibly demonstrate your commitment to it, and help others to “see” how their part contributes to the bigger picture. To develop trust and loyalty.</li> <li>· <b>Problem Solving:</b> You know how to define problems (without jumping to conclusions) collaborate and act appropriately.</li> <li>· <b>Managing Work &amp; Establishing Priorities:</b> You are good at establishing realistic but stretching goals for yourself and others. You equitably measure work.</li> <li>· <b>Developing Others:</b> You know our process for growth and are someone who prioritises your team members’ development. You know the value of strong interpersonal relationships</li> <li>· <b>Motivates &amp; Builds Effective Teams:</b> You are good at building strong identity in your teams by understanding/learning people’s differences/skills and helping them to work towards common goals.</li> <li>· <b>Conflict Management :</b> You tackle difficult issues with optimism and confidence. You share sensitive messages or unpopular points of view in a motivating manner. You let people know where they stand, honestly and sensitively.</li> <li>· <b>Instils Trust:</b> You gain the confidence and trust of others easily. You honour commitments and keep confidences. You practice what you preach and model high standards of honesty and integrity.</li> </ul>