



Lakes Christian Centre - We are hiring!

Youth Pastor (3 days/week)

Worship Leader (2 days/week)

Lakes Christian Centre is looking to recruit to two new, part-time, paid roles in the church. A **Youth Pastor**, to coordinate and develop the work with young people between the ages of 11 (year 6) and 25 in the church and beyond; and a **Worship Leader**, to coordinate and develop the musical worship in the life of the church. The church is anticipating and already seeing growth; in our heart to serve the young people of Windermere and area, and in the planned change to three Sunday services. We are excited to see what God will do, and these roles will be central in this coming season.

The Youth Pastor role will be three days a week and the Worship Leader will be two days per week. We are open to the possibility of both roles being filled by one person or two, but applicants must be able to demonstrate ability in both areas if they wish to be considered for both roles.

Job descriptions and person specifications for both roles are attached. As both roles are new, we expect they will evolve over time as we try out new activities and ways of working.

If you would like to apply for one or both of the roles, please send an up-to-date CV (max 2 pages) and a letter explaining your reasons for applying, what you would bring to the role, and how you would approach it.

Applications should be sent to The Church Operations Manager, Mike Taylor at mtaylor.lakescom@gmail.com by **12.00 noon on Monday 21st July 2025**. (It is anticipated that interviews will be held in late July or early August, so please indicate in your application any days when you would not be available during that period.)

More details about the church – including our statement of faith - can be found on our website www.lakeschristiancentre.co.uk We also encourage those considering applying to contact the Pastor, Mike Horsman, pastormikehorsman@gmail.com to arrange a brief informal conversation about the church and the role(s).

Lakes Christian Centre – Job description and Person Specification

Job Title: Youth Pastor

Reports to: Pastor (supported by relevant Elder/Sub-team leader and COM)

Hours: 24 working hours per week - including Sundays, evenings, and other unsocial hours

Place of work: The Mission, Windermere (Some flexible home working possible)

Salary: £28,000 - £31,000 pa pro-rata (depending on experience)

Job Purpose

To coordinate, and develop the church's work with young people (ages 10/year six to 25)

Areas of responsibility

1. Coordinate all work with young people carried out in the name of LCC
2. Work directly with young people in a range of settings: In church, and in outreach/detached settings
3. Evangelism: Through relationship-building, introduce young people to the gospel of Jesus Christ
4. Discipleship: Encourage, teach and mentor young people in the church community and those who are still exploring
5. Develop the range and quality of opportunities for the church to engage with young people in Windermere and South Lakes
6. Encourage, recruit, train and mentor church members to work with young people in church and outside of church
7. Liaise with local schools, churches and other partner organisations to amplify the reach and influence of LCCs work with young people
8. Ensure all relevant church-owned equipment and resources are stored, maintained and updated to a high standard
9. Liaise closely with the Pastor, Church Operations Manager, Elders and Leadership team to ensure smooth running of young people's activities
10. Oversee the relevant budget in consultation with the Finance sub-team

11. Actively contribute to the work of the church leadership team and the Children and Young People sub-team
12. Ensure relevant safeguarding and health and safety policies are compliant, up-to-date and implemented

Person Specification

Essential	Desirable
Mature Christian, with a passion for young people	Bible school education
In complete agreement with the LCC statement of faith	
Clear gifting and calling to work with young people, as demonstrated by previous experience of working with groups and individuals	Previous experience of managing paid and/or voluntary youth workers
Exceptional social, listening and relationship-building skills - particularly with young people	Youth and Community work qualification (ideally from a Christian organisation) Community mentoring qualification and/or experience
Flexible, humble, with a growth mindset and “teachable heart”	
Strong planning, coordination and administrative skills	Previous experience of managing youth work programmes
Able to teach and train young people and those who work with them	Experience of sourcing and developing relevant materials for evangelism, discipleship and teaching
Able to work as a team member and to take the lead	
Confident and competent with IT software and social media	
Self-starter, with strong creative and problem-solving skills	

Note: this role will require a successful enhanced DBS certificate

Lakes Christian Centre – Job description and Person Specification

Job Title: **Worship Leader**

Reports to: Pastor (supported by relevant Elder)

Hours: 16 working hours per week - including Sundays, evenings, and other unsocial hours

Place of work: The Mission, Windermere (Some flexible home working possible)

Salary: £28,000 - £31,000 pa pro-rata (depending on experience)

Job Purpose

To coordinate, support and develop the musical worship life of the church

Areas of responsibility

13. Lead worship in church services and meetings. It is expected that the post-holder will be playing or singing at the front in Sunday services at least 40 weeks in the year
14. Coordinate the rotas of musicians, singers and sound and visual teams, to ensure that all services and meetings are provided with appropriate leadership in musical worship and all contributors have sufficient notice
15. Oversee the selection and introduction of songs and maintain a current song list
16. Cover for emergencies and fill gaps in rotas when needed
17. Coordinate practices and meetings of the worship and tech teams
18. Encourage, recruit, train, mentor and support church members to join and flourish in the worship team
19. Ensure all relevant church-owned equipment and resources are stored, maintained and updated to a high standard
20. Liaise closely with the Pastor, Church Operations Manager, Service Convenors, Elders and Leadership team to ensure smooth running of church services and meetings
21. Oversee the relevant budget in consultation with the Finance sub-team
22. Actively contribute to the work of the church leadership team and the worship sub-team
23. Ensure relevant licences (eg CCLI, software), and health and safety and safeguarding policies are compliant, up-to-date and implemented

Person Specification

Essential	Desirable
Mature Christian, with a passion for music-based worship	Bible school education
In complete agreement with the LCC statement of faith	
Flexible, humble, with a growth mindset and a “teachable heart”	Familiar/proficient in a range of worship genres and expressions
Recognised gifting in leading music-based worship in a local church setting	Previous experience of worship leadership role (paid or voluntary)
Strong musical ability. Able to lead worship on instrument (most likely piano or guitar) and voice	Able to lead on a second instrument to provide flexible support to the team
Strong planning, coordination and administrative skills	Previous management responsibility Previous budgetary responsibility
Strong social, listening and relationship-building skills	
Able to teach both spiritually and technically	
Able to work as a team member and to take the lead	Song writing ability
Confident with IT, sound and video systems	Previous responsibility for quality of the sound and visuals in church and/or conference venue settings
Self-starter, with strong creative and problem-solving skills	