



# Andover Parish WORSHIP PASTOR

## *Role Description:*

JOB PROFILE	
Job title	Worship Pastor
Team/Department	Worship
Accountable to	Rector
Principle Location	St Mary's Andover
Travel required	Minimal, within local area
Work pattern / hours	Full-Time Sunday – Thursday
DBS check required (Yes/No)	Yes
Date written	August 2023
Salary	Competitive based on experience
Tenure	Permanent
Probation	6 months
Annual Leave	26 days plus Bank Holidays (depending on operational need, Bank Holidays might have to be taken at other times)
Expenses	Expenses to be paid in accordance with the Expenses Policy
Start date	Early October 2023 (with some flexibility on both sides)



## ROLE CONTEXT

St Mary's Andover is a Resource Church in Winchester Diocese and part of the HTB Network of churches. In May 2023, we joined with other parishes in Andover town to create The Parish of Andover. Led by the clergy and a new PCC, our parish now includes four worshipping communities and we minister town-wide to a residential population of c. 50,000.

We are seeking to follow the way of Jesus and believe mission is 'the church in motion'. We are passionate and joyful about our vocation to resource and all the Lord has called us to be and do together. We are discerning fresh vision for this new season and what's already clear to us is that we want to see people come to faith in Jesus and the town thrive.

We love that the church of Jesus Christ was planted in Andover over a thousand years ago. By the same Spirit, the Lord is still working and moving – calling, renewing and uniting his people with fresh purpose and vision for such a time as this. We carry a start-up energy and have faith to believe anything is possible. Equally, the centuries of faithful Christian witness in Andover anchor us, broaden our perspectives and inspire us – we receive all this as part of our spiritual inheritance.

As we look around, we are excited about this cultural moment and what it means for us to be 'salt and light' in our families, workplaces, homes – all the places God calls us to go. We are praying for revival in our town and our desire is to be a people who know Jesus as the sovereign one – the one who is over all – with us in the good and hardest times of life – making us a kingdom people – a new family born of his Spirit.

We express our mission in many ways – from debt counselling, holiday clubs, coffee mornings to football clubs. In every case, we pray our mission is the overflow of a worshipping heart. Following the successful ministry of our previous Worship Pastor, we are praying God will call a new person to bring fresh energy, vision and joy to the role whilst building on all that has already been achieved.

It is a full-time post. You will lead worship across a range of settings through the week and provide vision and organisational leadership to our talented and dedicated worship and production teams. You will be able to manage your workload competently and be organised. You will work closely with our clergy and alongside a wider dynamic leadership team which includes staff and lay leaders across the parish. You will be based primarily at St Mary's on Sundays where the 10:45 congregation is c.200 and growing, but you will also play a mission-critical role to support our clergy and worship teams around the parish. The right candidate will want to bring their own ideas to the role and we are open to shaping it further with them.



## WORKING ENVIRONMENT

We want you to love your job, grow and learn as much as possible with us. We will work with you to develop a Professional Development Plan for your areas of responsibility. The Development Plan will identify relevant and appropriate ongoing training to support your role and add value to your future career and ministry.

### What we offer:

We pray we are a kind, self-possessed community who are ready to receive, value and enjoy your ministry. We will want you to be 'you' in the space and fully released to lead and minister in your areas of responsibility. We don't have any particular person in mind for this role. Competency and skill are important but we are most interested in discerning a calling which aligns naturally and deeply with our own sense of purpose and mission under God. The staff team is c.20 people and we have fun, work closely and do discipleship and life together in many ways. We are hardworking, trusting and seek the best for each other. We know you will have things to bring which we will learn and grow through – we look forward to receiving that.

As for A/V, St Mary's is equipped to a very high standard and live streams its services. You will be provided with a high-grade laptop and phone for the better performance of your duties. There is the opportunity to manage a ministry budget, undertake line-management from time to time and offer project management support to some of our parish churches in potential AV related upgrade projects. We are ambitious, fast-paced and long to see great things for the church in Andover and our town – all in Jesus's name and for his glory. We lead relationally and value people. We want to provide a sustainable work pattern and support you in achieving a healthy life-work balance and good overall wellbeing.

Andover is a great place to live. It is growing fast, with many new people moving to the area. It is full of young families surrounded by the stunning countryside of the Test Valley and North Hampshire Wessex Downs, which is an Area of Outstanding Natural Beauty. It has good schools and local amenities. It has excellent road networks, especially to the West Country and is just over an hour by train to London Waterloo.

## ROLE PURPOSE

The role of Worship Pastor is to further the establishment and development of The Parish of Andover by supporting the Rector and PCC to deliver the vision. You will champion all aspects of the worshipping life of Andover Parish and lead in the contemporary worship space.





## KEY RESPONSIBILITIES

- Lead worship (as the primary leader) at St Mary's on Sundays, modelling best practice and setting a high standard.
- Lead worship at a range of other times during the week. For example: staff meetings, Alpha, conferences, special services, schools, care-homes and other events.
- Train and manage existing worship team at St Mary's (musicians and production volunteers) and recruit, train and manage new volunteers.
- Develop the worship team's discipleship, increasing leadership responsibility of key volunteers (as appropriate) and proactively taking opportunities to add value to their ministry e.g. through team nights, 1-1 coaching, pastoral visits and coffees, rehearsals and other training.
- Raise the standards of musical quality in the worship team, investing in volunteers and supporting a youth worship band and provide dedicated rehearsal time for musicians and bands.
- Release, equip, envision people of all ages in worship.
- Take time for creativity/developing new ideas and resources - writing new songs/arrangements.
- Work with our Parish Organist and occasional musicians at events etc. Plan and collaborate with others to 'fuse' worshipping styles/traditions as needed e.g. Christmas and Easter.
- Maintain an effective local and wider network (local contacts, other worship leaders, writers, musicians, Diocesan advisors etc.).
- Work collaboratively across the life of the parish and, over time, in support of a diocesan-wide resourcing ministry.
- Work with volunteers who lead worship at our other sites (and raise up more volunteers to serve the other congregations), occasionally supporting them in their worship leading.
- Line manage trainees and interns who may, from time to time, be working for the parish.
- Take a leading role on AV support for funerals, weddings, midweek services and other events in St Mary's.
- Manage and maintain the technical equipment including computer(s) in the church building, that is regularly used for sung worship, ensuring that it lasts and upgrading/replacing things where needed.
- Keep the stage and AV booth in the church building tidy and in good condition.

### ***General responsibilities:***

- With the Rector, Operations Manager and Parish Safeguarding Officer, take the lead on safeguarding and risk management across the worship team showing exemplary and best practice understanding of safeguarding policy and practice (training and refresher training will be mandatory).
- Manage ministry budget in your remit effectively.
- With support, identify and apply for grants that will enable the expansion and development of worship at St Mary's.
- Help facilitate Sunday services operationally and enable regular reviewing processes.
- Keep the Rector and relevant team fully informed of ongoing and emerging issues.
- Undertake any necessary administrative duties in order to fulfil these responsibilities effectively.

- Undertake any special projects or other tasks as may be requested and serve the church wherever there is a need.

#### ROLE DIMENSIONS

Budget management (£)	To be agreed
People management	Worship team and production volunteers
Key relationships – internal	Staff team, Rector, Sunday Services teams, Parish Organist, Church Life Committee - PCC
Key relationships – external	HTB, Winchester Mission Action, diocesan colleagues
Wider commitment	It is expected that staff members will be active members of Andover Parish and fully embrace our team values.

#### ESSENTIAL SKILLS, KNOWLEDGE AND EXPERIENCE

- We need our new Worship Pastor to bring vision, energy, flexibility, a teachable spirit and spiritual maturity to the role.
- Gifted Worship Pastor with a passion for worship in the local church.
- Committed to personal discipleship and taking responsibility for walk with God.
- Biblically literate and understanding of worship as core to the Christian life.
- Appreciation and sensitivity to how worship is expressed within different traditions.
- Excellent musicianship - with a primary instrument either piano or guitar plus lead vocals - and band leader.
- Experienced in working with teams - the ability to draw the best out of others and build trust.
- Proven leadership skills and the ability to exercise and receive authority.
- Calm under pressure and respond in a measured way in stressful situations.
- A good knowledge of sound systems, AV production, associated software and setting up/packing down band equipment.
- A proficient user of Churchsuite and ProPresenter, with the ability to train others.
- Ability to think strategically and to pay high attention to detail.
- Excellent communication skills both written and oral.
- An appreciation of and respect for varied musical traditions.
- Self-motivated and flexible.
- Budget management and strong time management skills.
- Committed to following all staff/church policies.
- Proactive team player with a good sense of humour!

## NEXT STEPS

If you have questions or want to informally discuss the role through August please reach out to our curates Revd Lauren Cheshire or Revd Jess Ross: [lauren.cheshire@andoverparish.org](mailto:lauren.cheshire@andoverparish.org) / [jess.ross@andoverparish.org](mailto:jess.ross@andoverparish.org)

From 28 August, the Rector, Chris Bradish can be contacted on [chris.bradish@andoverparish.org](mailto:chris.bradish@andoverparish.org) / 07985427930

To apply for the role: please send a covering letter outlining why you think you are well suited for the role and CV to the Rector's PA – Rowena Selwood: [patovicar@andoverparish.org](mailto:patovicar@andoverparish.org)

Closing date for applications is 12noon: **12 September 2023**

Interviews will be held week commencing **18 September 2023 in Andover**

Dates and times for interviews to be agreed with applicants on a case-by-case basis and confirmed either way by 5pm on 12 September.

Thanks so much for reading this profile!

We are praying for you and hope you might reach out for a chat if you are interested!