

Worship and Production Pastor

Worship is one of our main priorities as a church and we want to invest in this role strategically as we plan for the future. As we open up our sites post lockdown and move to open up new sites along with morphing into a hybrid style of church with online and in person gatherings, the role and scope of the worship pastor has grown and needs to become a full-time role. It has grown and developed from shaping how people worship and encounter Jesus to also include the use of technology to create multiple environments that enable people to worship and engage with church. There is a natural marriage of the two which has led to the creation of the full time role of Worship and Production Pastor.

Job Title: Worship and Production Pastor

Job Role: Casting a compelling vision for worship, training and equipping of volunteers and creating an environment where worship and creativity can thrive and people encounter Jesus. Marry worship with production by producing excellent and distraction free services and events to enable people to worship and encounter Jesus, provide direct supervision to production leads, develop and train volunteers, and manage equipment

Hours worked: Full time (35 hours per week) Sunday to Thursday
It is anticipated that staff will contribute additional hours to these into the life of the church in the same way that other church members contribute over and above their work hours.

Based at: Church Office - 1st Floor, 10 Station Parade, Balham High Road, SW12 9AZ and our sites

Salary: TBD

Reports to: Lead Pastors

Annual Leave: 28 days paid per year including bank holidays. The leave year runs from April to March

Probation Period: 3 months

Terms of Employment: 1 year contract initially

Key Responsibilities:

- Cast Vision
 - Promote a church wide vision of worship that aligns with our mission and connects a diverse range of people to encounter Jesus and leads them into a God-centred life of health and growth
 - Lead the conversation in how we should use and develop technology in worship and events and look at how we can use production technology to create an atmosphere of worship that aligns with our mission and values
- Provide Leadership
 - Provide direction, spiritual oversight, vision, strategic development, and coaching (spiritually as well as musically and technically) for all worship and production ministry teams
 - Demonstrate Vineyard worship values in your worship leading and ensure they are upheld by all worship leaders and teams

- Train and Equip
 - Continuously identify, recruit, train, release and support volunteers and core team leaders to serve in the ministry according to their musical and spiritual gifts
 - Develop a supportive team environment in each location and across the sites, creating opportunities to build team life (eg team nights)
 - Develop multiple worship leaders and musicians to serve not just in a Sunday morning service but within other ministries, like Kids church, special events or Hub61
 - Raise tech leaders and equip them to become not just technicians and doers, but leaders and ministers who transform the way we use technology in a broken, digital culture
 - Have oversight of all hardware and software required for Sunday services and mid week groups
 - Model what healthy service looks like in worship and production ministry
 - In the longer term, develop worship and production interns
 - Continually develop your own musical, technical and spiritual gifting and network with outside band/worship leaders and worship movements (Vineyard Worship tribe, David's Tent etc)

- Plan and Organise
 - Plan, develop and oversee the worship and production (audio/visual/lighting/projection/staging) for all church services, events, conferences and key holiday services online and in-person
 - Keep on top of new diverse music and introduce as appropriate
 - Proactively work with the Site Pastors and the Teams Coordinator to ensure all administrative tasks in relation to volunteers including rotas are carried out efficiently and effectively
 - Champion the use of Church Suite, specifically it's process flow capability, as the primary tool for volunteer recruitment, tracking and scheduling
 - Research and develop the production kit (audio/visual/lighting/projection/staging) and online streaming tools as required
 - Effective planning and management of the worship and production budget and allocate resources efficiently and appropriately
 - Purchase, maintain and manage the worship and production related equipment and it's storage
 - Ensure all aspects of worship and production are well administered
 - Maintain and uphold CCLI compliance and other licenses and software

- Create Environments
 - Develop and cultivate a songwriting culture within the worship team to be used in the services, small groups, events and produce recordings of original songs
 - Continue to expand what worship could be, creating environments where all aspects of The Arts can be involved in worship
 - Be always looking at evangelistic opportunities where people can encounter worship (Beers and Carols, Scattered Sundays etc)

- Evaluate
 - Work with the staff and volunteers to regularly evaluate the ministry's effectiveness in reaching a wide range of people and leading them into a God-centred life

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
- Be an active member of V61

Job Competencies:

- Be a passionate disciple of Jesus Christ, demonstrating personal growth and accountability and has a heart to see people come to know Christ and develop as a disciples
- To be a worshipper and songwriter yourself
- Proficiency in your instrument, understanding of band dynamics, and possess excellence in music and vocals
- Passionate about and experienced in using audio, video, stage design, lighting, and broadcast technology to create environments for people to connect with God and his church (including hardware and software equipment to help produce these environments)
- Have experience in producing live online presence for our online community (Desirable)
- Experienced in leading, demonstrating, training and equipping others in audio, video, stage design, lighting, video switchers and broadcast technology (Desirable)
- Self-starter with a strong work ethic
- Operates with integrity and takes responsibility for self and team
- Possess qualities of both a team player and a team leader with the ability to work as part of a larger staff team
- Proven track record in developing leaders who develop leaders and excel in getting work done through others
- Experience of working within a multisite model (Desirable)

About the Vineyard Movement

Vineyard Churches UK and Ireland exists to participate in the advancement of the Kingdom of God through the work of local Vineyard churches that communicate the Gospel of Jesus Christ in word and practice.

We are a growing movement of churches, built on God's transforming word, who worship God with passion, intimacy and expectation. We are God's children, empowered by his Spirit, extending his Kingdom together, everywhere in every way.

We will serve people, especially the poor and vulnerable, and communicate the goodness of Jesus with compassion and generosity.

We will make disciples, develop leaders, plant churches, and contribute to the blessing of the whole Body of Christ. For more info check out: <https://www.vineyardchurches.org.uk/vision/>