



About us and who we are looking for:

Holy Trinity Combe Down is a vibrant and growing Anglican church on the southern edge of Bath. With an emphasis both on deep and relevant bible teaching, and a desire to encounter God in worship and grow in the gifts of the Spirit, we are genuinely 'Word and Spirit' in approach. We are looking for a person of God who has a passion for worship, is gifted musically, and has the desire to disciple young adults. We are hoping to launch a new evening service aimed primarily at 16-25s and we want you to be a key player in developing that vision into a reality. You would be joining a united staff team who love our church and are excited about what God is doing here now.

Post: Worship and Discipleship Minister for Holy Trinity Combe Down

Salary: £26,500 – £30,000 per annum, depending on relevant experience

Hours: Full-time position. Note Sunday will be a working day.

Annual leave: 25 days annual leave plus bank holidays. Note that this should include not more than 6 Sundays in any calendar year.

ROLE DESCRIPTION – What will this involve?

As the title suggests there are two main aspects to this key role:

- i. Taking the lead on our (sung) worship across two morning services and in time an evening service.
- ii. Developing opportunities for deep discipleship especially among the 16-25s

Worship:

- **Music**
 - Develop, plan and lead worship services that are engaging, meaningful and in line with the theology and values of HTCD, with an emphasis on contemporary worship.
 - **Remain up to date with good, new songs to keep our repertoire fresh.**
 - Manage a worship budget to ensure adequate resources are in place to deliver your vision for worship.
 - Ensure new people are brought in, encouraged, and trained as appropriate.
 - Develop a culture of worship amongst the youth.
 - Technical liaison with those managing the sound desk and loading the laptop, ensuring cover for sound/projectors at key times.
 - Provide music and worship for specials services e.g., Christmas, Easter.
- **Volunteers**

Identify people with a heart for worship, recruiting, training, and leading them as volunteer worship leaders and musicians. Training might include musical practice, training in the technical aspects of contemporary worship, choosing a 'set list',

leading worship in church, teaching on the theology of worship – why we do what we do.

- **Congregations**

Understanding and developing the subtle differences between our congregations and leading worship in a way which both takes those differences seriously and grows our love for God and whole-life worship.

Discipleship:

- **Evening Service**

As part of a team, drive and execute a vision to launch an evening service aimed at 16-25s.

- **Small Groups**

Support and seek to develop our small group ministry among older teenagers and young adults.

- **Mentoring**

Walk alongside our young adults as a spiritual mentor.

General:

- Regular attendance and active member of this Church
- Attendance at weekly staff meetings.
- Advocate for the 'Word and Spirit' theology of Holy Trinity.

Management:

- The Worship and Discipleship Minister will be responsible to the Vicar and is employed by the parochial church council of Holy Trinity Combe Down.
- The Worship and Discipleship Minister will **work closely alongside the existing Youth Minister to ensure the transition from teenager to young adult is well supported.**
- The Worship and Discipleship Minister will be responsible for the leadership of the worship team – for building, coordinating, and motivating both musicians and the audio-visual team, all of whom are volunteers, and for ensuring service leaders and worship group leaders work well together.
- Work with the staff team and be based primarily in the Church Office.

Training and Support

- A personal support network within the parish will be encouraged.
- Ongoing training and professional development will be encouraged (incl. a small annual allowance for this purpose)
- Regular supervision meetings and annual appraisal with line manager.

PERSON PROFILE – who are we looking for?

(Knowledge/Skills, Experience and Attributes required for the role and to be explored during interview)

The most important thing about the person we are looking for is that they are walking daily with Jesus, seeking Him and filled with His Spirit.

Faith and Character

- Mature in your faith and growing in the likeness of Jesus.
- Developing healthy patterns of Christian discipleship in your own life e.g., prayer, bible reading, hospitality, rest.
- Able to own your mistakes and seek advice when needed.
- Teachable, friendly, and able to connect with church family and the community.
- Happy to 'sit under' **a spiritual director or mentor**.

Skills

- Experienced at leading others in musical worship.
- Able to recruit, motivate and offer development and training to the team in both theology of worship and musicality.
- At ease leading small discipleship groups.
- Good organisational skills; able to organise others.
- Appreciates and engages with a breadth of worship styles.

Music qualifications

- Solid understanding and competence in at least one instrument and voice, and ideally able to support others in their musical development.
- Able to read and write music.
- Able to arrange music.

Technical abilities

- Computer literate with Microsoft Office packages (e.g., Word, Excel, Outlook)
- Familiar or willing to learn Pro-presenter and Planning Center software.
- Able to operate sound and visual equipment, and train others.
- Able to maintain the systems and troubleshoot when the need arises.

Experience

- At least 3 years' experience of leading Spirit-filled worship in a contemporary style.
- Some experience of leading and/or preaching in services

Genuine Occupational Requirement

There is a Genuine Occupational Requirement (GOR) that the post-holder is a practising Christian. Schedule 9 of the Equality Act 2010 applies. We also ask that the successful candidate, if not already, attends Holy Trinity.

How to apply for the job

We encourage all potential applicants to get in touch with Vicar, Shawn Swinney, for an informal chat, (shawn@htcd.church or Tel 01225 835835). We also invite you to visit our Sunday services, to see our current morning music provision in action. Our services are also available on our YouTube channel (although please note we do not yet have the facility to mix sound for both in person and online viewing).

To apply for this role, please email opsmanager@htcd.church Please also send links to recent work, if possible; and a phone recording of two songs using an Instrument of your choice and without the use of any editing software.

Please note that applications without the form will not be considered for the role.

We shall be assessing the applications as they arrive and will close the vacancy once an appointment is made. We plan to interview on a Saturday to allow a short time of worship with the band.

Applicants must be eligible to work in the UK. Find the full job description and application form at www.htcd.church.

