

Role Title: Worship Ministry Leader

Location: Frinton Free Church, Essex

Reports to: Ministers and Elders

Works closely with: Worship Team, AV Ministry Leader, Church Leadership Team

Hours: Part time (3 days per week)

Salary: £17k-£19k

Frinton Free Church is a community alive with faith and led by the Holy Spirit on the Essex coast. We believe in making every moment count to see lives transformed by Jesus and are rooted in the truth of the Gospel and a passion for Jesus. The church is a place of heartfelt worship, powerful prayer, genuine fellowship and the presence of the Holy Spirit.

This is an exciting opportunity for a mature Christian to shape and develop worship within a church community. The Worship Ministry Leader will provide spiritual, pastoral, and practical leadership to the worshipping life of Frinton Free Church. Working with the AV Ministry Leader, they will help cultivate a Christ-centred environment that enables the whole church family to encounter God. This role brings together three key areas: spiritual leadership, team development, and musical oversight, with emphasis on culture shaping and people development.

Key Responsibilities

1. Spiritual and Pastoral Leadership

- Foster a prayerful, Spirit-led culture within the worship ministry.
- Pastor and disciple worship team members in their faith and spiritual growth.
- Work with the Ministers and Elders to discern and steward the spiritual direction of the church.
- Model authentic, Christ-centred worship and a heart for God's presence.

2. Team Development and Culture

- Recruit, support, and develop musicians and worship team members.
- Identify and mentor emerging worship leaders.
- Build a healthy, unified, and creative team culture.
- Encourage participation from across the church, including less experienced members.
- Strengthen relationships within the team and across the wider church.

3. Practical Musical Oversight

- Lead worship regularly in Sunday services.
- Plan services in collaboration with church leadership.
- Organise rotas, rehearsals, and team schedules.
- Provide musical direction for worship, ensuring cohesion and sensitivity to the Spirit.
- Oversee the development of the church's musical expression in worship.

4. Collaboration and Integration

- Work closely with the AV Ministry Leader to ensure a seamless worship experience.
- Engage with the wider leadership team in church strategy and vision.
- Support and encourage other aspects of creative worship within the life of the church.
- Oversee worship at other church events/ services (weddings, funerals, Easter & Christmas)

Person Specification

Key Qualities

- A heart for God's presence and the spiritual growth of the church.
- A servant-hearted leader who prioritises people over performance.
- Creative, adaptable, and open to the leading of the Holy Spirit.
- Committed to unity within the church body.
- A flexibility to the days & hours of work.

Qualifications

- Educated to GCSE, grade C or above in English & Maths
- Ideally A Levels (or equivalent) preferably in music.
- IT literate (e.g., Microsoft Office, Planning Centre & Church Suite)
- Be up to date with latest safeguarding guidelines

Essential Qualities

- A committed and growing follower of Jesus Christ who faithfully practices spiritual disciplines and models a Christ-centred lifestyle.
- In agreement with the vision, values, and teaching of Frinton Free Church.
- Spiritually mature, with a demonstrated ability to lead others in worship and prayer.
- Proficiency in singing and a principal instrument (guitar/keyboard).
- Solid musical understanding (formal training or strong intuitive ability).
- Strong leadership, relational, and communication skills.
- Experience in building, leading, and pastoring volunteer teams.
- Experience or aptitude in mentoring and developing others.
- Collaborative approach to ministry and teamwork.
- Good understanding of how worship bands function.
- A teachable heart committed to The Free's annual performance reviews and open to other training opportunities to help both the development of themselves and their role.

Desirable Qualities

- Experience leading a worship or ministry team.
- Familiarity with modern worship tools (e.g., click tracks, in-ear monitors, software).
- Experience working alongside AV/technical teams.
- Willingness to engage in local ecumenical worship initiatives.
- Interest in using worship and music missionally within the community.
- Basic understanding of social media & design in a church context.

The role is subject to a 3-month probation review period. Your normal place of work will be Frinton Free Church, 2-4 Connaught Avenue, Frinton on Sea, Essex, CO13 9PW. The Free's staff team is currently made up of Senior Minister, Associate Minister, Minister in Training, Operations Manager, Church Centre Manager, Youth Pastor and Children and School's Worker.

This role is subject to safer recruitment processes and will require an enhanced DBS check in line with Baptist Union safeguarding guidance.

How to Apply

Go to frintonfree.com/jobs

Or to talk to someone more about the role contact Rev Mark Massey on 01255 679585