ST THOMAS
CHURCH LANCASTER
SHARING GOD'S LOVE FROM THE HEART OF THE CITY

Worship Ministry Lead

Job Description & Person Specification

"When we encounter Jesus Christ, nothing remains the same."

St Thomas' Church, Marton Street, Lancaster LA1 1XX

October 2026

01 A message from our Vicar

Thank you for your interest in the role of **Worship Ministry Lead** at St Thomas' Church, Lancaster — 'St Tees' to most of us.

At the beginning of 2026 we renewed our vision as a church. We are longing to be a church where **lives, relationships and communities are transformed.** We truly believe that **when we encounter Jesus Christ, nothing remains the same.**

God is calling us to reach:

Higher
in our openness to the work of his Spirit among us

Wider
in our welcome

Deeper
in our apprenticeship to Jesus

Further
in being sent out to those around us, near and far

And we sense that so much of that journey begins in the place of worship and encounter with God – Father, Son and Holy Spirit. And as we gather each week, sung worship is integral to all of this.

The **Worship Ministry Lead** is an exciting role for an inspirational and enthusiastic leader who is spiritually grounded and musically skilled with a passion for intergenerational worship. We envisage that this role will develop our current healthy worshipping life at St Tees and evolve to new levels as our church is hungry to grow in their prayer and sung worship journey.

As you read through this job profile, we pray that you will catch this sense of excitement and anticipation we have about the future God has for us – and perhaps yourself too – here in Lancaster. The deadline for applications is **Friday 20 November 2026 at 5pm**. Shortlisting will take place the following week and interviews will be on **Wednesday 2 December**.

We are praying that the Holy Spirit will be leading you whilst considering this opportunity.

Very best wishes,

Revd Mark Bradford
Vicar, St Thomas' Church, Lancaster

02 Where we are now

Four congregations, four voices. Around 600 people gather across our 9am, 11am and 7pm Sunday services, with a further midweek congregation on Thursdays. Each has its own worship style — from the reflective worship and hymnody of the 9am, to the contemporary and family-friendly worship of the 11am, to the more upbeat celebratory feel at the 7pm, to the much-loved older hymns, songs and choruses of our Thursday congregation.

Unity across the teams. In recent years our service teams have grown into one worship community, with shared team nights and moments when all the teams gather.

A generation coming through. We are one of the leading Church of England churches nationally for children and young people, and we have a youth band and young musicians ready to be developed.

People who want to help. Experienced musicians and technicians in the church are eager to invest in the new Worship Ministry Lead and to share their expertise.

Prayer at the centre. Our life of prayer is the engine of everything we do.

Where we want to go

A culture that is on the move. We want to grow into more open, Spirit-led worship — thoughtfully, at the speed of trust, and without losing unity.

Room to grow. We want to raise our musical standards, strengthen some technical areas, and move from reactive fixing to planned development of our sound, lighting and AV.

We are not asking the new Worship Ministry Lead to arrive with all the answers. We are asking them to help us discover and pursue a clear vision for our worship — in the short, medium and long term — and to review it with us as we go.

What we hope to see

In the first six months	Getting to know people and listening well. One-to-ones with every worship leader and band leader. Stable rotas and confident cover, including Advent, Christmas and Easter. A clear picture of the development needs across our teams, and a first draft of the vision shared with the staff team.
By eighteen months	A growing number of confident worship leaders. A regular rhythm of training for leaders, musicians and technicians. Visibly rising musical and technical standards. Team members who feel known, cared for and part of one worship community. A growing openness to the Spirit in our gatherings.
In three years	A culture in which leaders raise up leaders. Home-grown songs expressing what God is doing among us. St Tees beginning to resource worship in other churches in Lancaster and beyond.

03 Employment details

Job title	Worship Ministry Lead
Department	Worship
Reports to	The Vicar, Revd Mark Bradford
Employer	The Parochial Church Council of St Thomas' Church, Lancaster
Location	St Thomas' Church, Marton Street, Lancaster LA1 1XX
Hours	24 hours per week (0.6 FTE), including Tuesdays (our staff day), Sundays and some evenings. Other working days to be agreed
Pay	NJC Scale 5 (points 12–17): £29,542–£32,046 per annum full-time equivalent (2026/27 rates). For 24 hours per week (0.6 FTE), this is £17,725–£19,228 per annum. Starting point dependent on experience
Holidays	6 weeks' annual leave (including 6 Sundays), plus bank holidays pro rata, and a further 2 weeks for conferences, retreats and camps
Probation	6-month probationary period
Key dates in the church year	Flexibility to work at key dates in the church year, such as the Christmas and Easter services, with time off in lieu agreed with the line manager
DBS	Enhanced DBS check with barred lists required

Closing date: Friday 20 November 2026, 5pm · **Shortlisting:** week beginning 23 November · **Interviews:** Wednesday 2 December 2026

Working environment

St Tees is a place where both personal and professional growth are nurtured. It isn't just a workplace, but a community where the staff thrive together as a team. There is a strong culture of support, mutual respect and encouragement, particularly when navigating challenges. So we seek to value each other, encourage and affirm often, challenge when necessary, and support always.

The Worship Ministry Lead will play a full and active part in the staff team, including the weekly Tuesday staff team meeting, away days and monthly line-management meetings, bringing their unique and important perspective into staff discussions.

04 Role description

Role context

St Thomas' Lancaster is a dynamic evangelical, charismatic Anglican church in the heart of Lancaster, committed to sharing God's love across all ages and backgrounds.

We value close links with the New Wine network, are members of the Evangelical Alliance, are exploring a deeper connection with 24/7 Prayer, and play an active part in the Diocese of Blackburn.

The Worship Ministry Lead is an employee of the PCC and works under the direction of the Vicar.

Our city

Lancaster is an attractive city to live and work in, with a rich history, vibrant community life and an excellent location. The Lake District, Morecambe Bay, the Yorkshire Dales and the Forest of Bowland are all close by. The city is home to two universities, two theatres and a thriving café, pub and live music scene. Housing is among the most affordable in the UK, with quick rail links to London and easy access to the M6. With a strong sense of community, events such as the Lancaster Music Festival, and a range of excellent schools, it is a great place for professionals, students and families alike.

Role purpose

> *The Worship Ministry Lead exists to cultivate a healthy, Spirit-led culture of worship at St Tees — one that helps people encounter Jesus, discern and respond to the Holy Spirit, and grow as disciples — by training, developing and releasing worship leaders, musicians and technicians for the mission of God.*
>
> **This is a leadership role first. Its fruit is seen not only in the worship the postholder leads, but in the worship others lead because of them.**

Key responsibilities

Listed in order of priority.

1. Culture and vision

The heart of the role.

Cultivate an authentic culture of worship across St Tees: Christ-centred, Spirit-led, united across the four congregations and distinctive within each.

Shape the worship vision with the Vicar and staff team, in line with the church's vision and the expectations of the PCC; share it with the teams, set agreed goals and review progress together regularly.

Lead the worship teams, with patience and care, into a deeper expectancy of the Holy Spirit in our gatherings — taking the congregations with them and holding quality and unity together.

Set clear expectations for the worship community — commitment, preparation, volunteer agreements and honest feedback — and have difficult conversations well, holding people accountable with compassion and grace.

Model healthy Christian leadership and discipleship, playing a significant part in setting the spiritual temperature of St Tees.

2. Training and developing leaders and musicians

Lead the leaders: identify, train, mentor and release worship leaders and band leaders, so that more people lead well, more often.

Develop musicians and vocalists of all ages, including the youth band, and raise musical standards through rehearsals, workshops, coaching and feedback.

Build a clear pathway into serving: recruit, welcome and integrate new team members, beginning with a one-to-one to hear their story and discern their gifting.

Run regular team nights and gatherings that build shared identity, spiritual life and skill.

Draw on and learn from the specialist musicians and technicians in the church, harnessing their expertise rather than duplicating it.

Care pastorally for the worship and tech teams, working with the clergy and pastoral teams where needed.

Work with our volunteer tech team to develop sound, lighting and AV, so that technical ministry serves worship well — including shaping the seasonal ambience of our services.

3. Leading worship

Lead sung worship regularly — typically two or three Sundays a month — modelling congregational, Spirit-led worship.

Use their own leading as a place to train others — through co-leading, shadowing and feedback.

Work with the congregational leadership teams to foster the distinct worship styles and musicians of our four congregations — 9am, 11am and 7pm on Sundays, and our midweek Thursday congregation.

Foster genuine intergenerational worship, including in services attended by children and young people.

4. Planning, repertoire and special events

Find and introduce new songs suited to each congregation, building shared repertoire for whole-church gatherings, and foster the writing of new songs within the life of the church.

Take a lead in planning worship for significant events, including weddings, funerals, Holiday Club, Light Explosion (our Halloween alternative), Ripley School services, STYLE (our youth group), Christmas and Easter, working with the production team.

5. Organisation

Delivered largely through others.

Work in coordination with our Welcome and Engagement Manager, who oversees our wider rotas for Sundays and midweek, to make sure rotas for the worship teams (including mixing desk and AV) are built, filled and sent out in good time, developing volunteer coordinators to share this work.

Make sure music files are accessible and up to date, band iPads are securely stored, charged and updated, and all copyright and broadcast requirements (including CCLI) are met.

Keep communication with the worship teams clear and timely (via WhatsApp and email), including notice of team nights and meetings.

Manage any delegated budget for worship within the church's financial procedures.

Uphold and implement all church policies, including Safeguarding, Data Protection and Health and Safety.

Indicative shape of a 24-hour week

Sundays — leading, coaching and being present with the teams	c. 7
Developing people — one-to-ones, rehearsals, training and team nights (averaged)	c. 7
Vision, planning and repertoire	c. 4
Staff team and line management	c. 3
Organisation and administration, largely overseeing others	c. 3
Total (this will flex around Advent, Christmas and Easter, with time off in lieu)	**24**

05 Person specification

No one will be equally strong in every area. We are looking first for a leader who can build culture and develop others, and who is also a capable musician.

Marked **E** essential or **D** desirable.

1. Faith and calling

An active, Spirit-filled Christian faith, at ease with and modelling the evangelical, charismatic, Anglican life of St Tees*	E
A high priority on sustaining their own spiritual life, rooted in Scripture and prayer	E
A mature Christian character, both spiritually and emotionally	E
A clear sense of calling to lead worship and to develop others	E

**The postholder does not need to be Anglican, nor to have a history of attending the Church of England.*

2. Leadership and culture

Experience of building and leading healthy teams of volunteers	E
The ability to cast, communicate and review a vision	E
Able to have difficult and honest conversations, holding people accountable with compassion and grace	E
A servant-hearted leader: a pastor among people, not above them	E
Experience of leading cultural change in a church	D
Experience of line management	D

3. Developing others

A proven ability to train, mentor and release others, especially worship leaders and musicians	E
Discernment to recognise gifting and potential in people of all ages	E
The ability to offer pastoral care and to inspire confidence in others	E
Training in coaching or mentoring	D

4. Musicianship and worship leading

Experience and a good understanding of leading congregational worship in a church setting	E

A capable musician and vocalist, able to lead from an instrument or from the voice	E
An understanding of how each part of a band serves the whole, and the ability to explain what good sounds like	E
Enough fluency with click and backing tracks, in-ear monitors and iPad charts to be free to attend to the congregation and to the Spirit	E
A passion for intergenerational worship, drawing every generation into worship together	E
Excellent musical skills on guitar and/or keyboards	D
Experience of songwriting, or of fostering it in others	D
The ability to read music	D
Experience of leading intergenerational worship	D

5. Organisation and skills

Good organisational skills, with the ability to delegate and to manage multiple priorities under pressure	E
Proficient with digital media, IT and presentation software	E
Strong interpersonal and relational skills with people of all ages	E
Experience of ChurchSuite or similar	D
Familiarity with an Allen & Heath SQ mixing desk, a lighting desk and ME personal in-ear monitors	D

6. Qualities

Teachable: willing to learn from others who know more, and to serve	E
Driven by continual growth — grateful for progress, never complacent	E
Collaborative, working well as part of a wider staff team	E
Integrity, emotional and spiritual resilience, and healthy boundaries	E
Flexible and adaptable	E

7. Safeguarding

A commitment to safeguarding, and willingness to complete Diocese of Blackburn safeguarding training appropriate to the role	E
Knowledge of Health and Safety and Data Protection requirements	D

06 Additional information

It is a genuine occupational requirement that the postholder is a committed, practising Christian (Equality Act 2010, Schedule 9).

St Thomas' is committed to safeguarding and promoting the welfare of children, young people and adults who may be vulnerable. The appointment is subject to satisfactory references and the completion of safeguarding training.

Applicants must have the legal right to work in the United Kingdom. We are not able to offer visa sponsorship for this role.

This job description does not form part of the contract of employment.

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