



WORSHIP & YOUNG ADULTS PASTOR JOB PACK

JULY 2025

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A guide to navigate our vision, the role, and what could be your next step in ministry

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'Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up.'

Ephesians 4:11

01 **WELCOME TO CHURCH**

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OUR PURPOSE

We exist to help people experience a life-giving relationship with Jesus and for that to positively impact their lives and the world around them.

St Matts is a vibrant, city-centre church with a heart for helping people know God, find freedom, discover purpose and make a difference. Part of the HTB Network, we're passionate about seeing lives transformed through community, worship and faith in Jesus. We gather every Sunday at 10am and 6pm for our services and connect in the week through Small Groups. With a vision focused on empowering young people, enhancing spaces, engaging prayer, and enriching community, there's a place for you here.

Launched in May 2024, St Simons is our second site. Shaped by a strong sense of community and set in a peaceful spot near the city, it's a place to belong, grow, and worship. We meet on Tuesdays at 10am, Sundays at 11am, and in small groups during the week.



02 ABOUT THE ROLE

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ROLE PURPOSE:

The role of the Worship & Young Adults Pastor is to oversee and develop the worshipping life of the church through music and creativity that enables encounters God and deepening of faith, and to invest in the spiritual growth of young adults (students and 18-25s), nurturing a culture of discipleship and releasing emerging leaders into their God-given potential within the life and mission of the church.

WEEKLY STRUCTURE

This position is a full-time role. The working pattern and location are as follows:

Sunday -
Game day, this will be a full day

Tuesday and Wednesday -
Office day

Monday and Thursday -
WFH

The role will require willingness to work flexible hours including evenings and weekends.



03 THE JOB DESCRIPTION



Date	25 June 2025
Job Title	Worship & Young Adults Pastor
Salary	£26,000-£30,000 DOE
Hours	37 hours - Full time
Location	Plymouth
DBS Required	Yes - Enhanced
Working Model	Hybrid
Reports To	Vicar
Direct Reports	Team leaders & members from the following teams: Worship, Production & Student Core Team

LEADERSHIP

- Together with the Vicar and staff team, the Worship & Young Adults Pastor will be involved in prayerfully leading the church forward, discerning God's direction and embodying the church's Vision, Mission and Values.
- Alongside the Vicar and the Leadership team they will be responsible for prayerfully discerning God's will and direction for the worshipping life of the church.
- Alongside the Vicar they will develop and implement a fresh and inspiring vision for ministry and mission with students and young adults.
- Attend weekly Staff team meetings, participate in all additional prayer meetings, Kingdom Come nights and other ad hoc events such as Love South West.
- Attend 1-2-1 meetings with the Vicar or Leadership team as required.

WORSHIP AND PRODUCTION

- Lead, develop and shape the culture of Worship & Production teams at St Matts; recognising, valuing and releasing gifting in others; developing skills and building confidence within the team members and demonstrating and encouraging the pursuit of the presence of God with authenticity and excellence.
- Support the Worship and Production team at St Simons; encourage and equip worship leaders; and lead worship at the site twice a term.
- Oversee, develop and ensure provision of Worship & Production at St Matts church services and other events including but not limited to - Sunday Services, Kids, Nights of Worship & Prayer and special events as needed.
- Develop and grow the Worship and Production Teams across both sites, identifying and appointing new team members.
- Oversee Worship Leader meetings to discuss upcoming events, support leaders pastorally and share the heart and vision of the team.
- Organise and oversee Worship & Production team nights at St Matts ensuring the team are supported, resourced, trained and equipped as needed;
- Lead and oversee St Matts Youth Band to build their skills and gifting whilst working to increase their confidence and create a pipeline into the main worship team.
- Organise weekly Worship Team rehearsals for St Matts.
- Pastoral oversight of Worship & Production team members.
- Maintain and develop AV equipment and software at St Matts, ensuring functionality of software/ systems is optimal and that all equipment is cared for, cleaned and organised. Offering support for similar systems at St Simons as required.
- Maintain CCLI records, & submit our annual return.
- Ensure all subscription based services are renewed and regularly check for software updates where applicable.
- Oversee provision of Worship & Production for ad hoc events e.g: Light Party, Festivals (Midweek Easter & Christmas events etc), Conferences and Team Training Nights.

YOUNG ADULTS

- Lead, oversee and grow the Young Adults ministry, focusing on those aged 18–25 within the St Matts church family, fostering a culture of belonging, discipleship, and mission.
- Support and grow the current core team to create welcoming spaces for connection, community, worship, Bible-engagement, and prayer.
- Build relationships with students, young professionals, and others in this life stage, offering pastoral support and spiritual encouragement; develop appropriate pastoral structures and signposting where needed.
- Identify, train, and release young adult leaders, developing their character, confidence, and capacity for ministry.
- Invest in the discipleship of young adults, encouraging spiritual maturity and creating clear pathways into leadership within the ministry and wider church.
- Oversee the welcome and integration of new students - especially during the autumn term - helping them settle quickly into church life. Collaborate with the wider staff team to ensure young adults are welcomed, integrated, and valued across church life
- Partner with local university Christian Unions and wider networks to ensure St Matts is visible and accessible to students coming into the city.
- Oversee the Young Adults social media presence, creating engaging content to connect with students and young adults locally and online.
- Pray regularly for and with young adults, helping them hear God's call and step into their God-given purpose.



PERSONAL SPECIFICATION

Faith

Essential

- Passion and heart for the vision and purpose of St Matts & St Simons with a desire to see it implemented
- A vibrant Christian faith that inspires others
- Personal discipleship that helps to sustain and deepen your faith
- A clear heart of worship with a zeal to see others released to worship in Spirit and truth
- Desire to see revival and renewal especially with younger generations
- Walking in integrity, humility and authenticity

Desirable

- Experience of working in the Church of England

Education & Qualifications

Essential

- To degree level or equivalent or qualified by experience

Experience

Essential

- Proven track record in leading/pastoring a worship team
- Understanding of and experience in developing audio visual systems
- Experience in FOH audio mixing and lighting systems
- Working with young adults in a church or student setting
- Experience of building, recruiting and leading teams of volunteers and overseeing team members
- Experience of providing pastoral support to team members
- Able to manage budgets both cost effectively and strategically

Desirable

- Overseen AV and production teams in a similar setting
- Led large scale worship events and have experience in overseeing a large team
- Strategic leadership experience with ability to plan and prioritise across a year's schedule
- Discerning, creating and communicating vision

Personal Skills

Essential

- Excellent ability at leading, managing, inspiring, identifying and releasing volunteers to serve and lead
- Able to sensitively pastor and mentor others
- Musical gifting with an ability to teach and inspire others
- Hardworking, self-motivated and an ability to take initiative and make things happen
- Having a servant hearted attitude to the role and team
- Trustworthy and able to maintain confidentiality
- Open to feedback and able to adapt and adjust as required with flexibility and a positive attitude
- Excellent time management skills
- Ability to plan ahead, prioritise, delegate effectively, juggle competing priorities and work under pressure
- Warm, fun, energetic, approachable and easy-going personality

Genuine Occupational Requirement:

In accordance with Schedule 9 of the Equality Act 2010, there is a Genuine Occupational Requirement for the successful candidate to be a committed Christian, as you will be expected to lead worship, pray and pastor individuals within the church as part of your role.

Other Requirements:

- Willingness to work flexible hours including evenings and weekends.
- Enhanced DBS check.
- Right to work in the UK.

You will be required to work at Christmas, Easter, attend annual church weekends away and required to attend the Church's Annual Meeting (APCM).

Benefits:

- Statutory Pension Contribution.
 - Payment of one training conference/retreat per year.
 - 25 days holiday + bank holidays
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IS GOD CALLING YOU TO MINISTRY AT ST MATTS?

To apply, please send your CV, a covering letter explaining your suitability for the role, and a video or livestream link showcasing you leading worship to the email address below.

If you have any questions or would like an informal discussion about the role, contact us at info@stmplymouth.org.uk.

Application Deadline Monday 28th July

