



Role Description: Worship Leader

Location:	St Martin & St Meriadoc's Church, Camborne
Reporting to:	The post is under the leadership of the Transforming Mission Lead Minister within Camborne
Responsible for:	Volunteers within the Church
Salary:	£23,000 to £25,000 + 9% minimum pension contribution
Standard Working Hours:	Full Time, 35 hours p/w to include Sundays
Terms of contract:	Fixed term contract until September 2025

Context

This post is part of the Transforming Mission project set up by the Diocese of Truro. The purpose of Transforming Mission (Camborne) is to grow the church in Camborne and create a resourcing church to help other churches, in the cluster and beyond, to grow as well. There is an emphasis on reaching young families and young people. Transforming Mission in Cornwall started in Falmouth in 2017 and has now created a further four resourcing churches in Truro, Camborne, St Austell and Liskeard

Transforming Mission (Camborne)

Transforming Mission is a model for renewal and evangelism across Cornwall. This programme seeks to develop a version of Resource Church that learns and borrows from current practice in other dioceses but is tailored to fit the Cornish context. The five Cornish resource churches will share ideas, information, successes and challenges.

The overall Transforming Mission objectives in Camborne are to:

- Establish a 'high street' presence in the form a drop-in centre or hub from which we will engage with the community, especially the 'missing generations'.
- Identify and train new leaders to start new worshipping, missional communities in the surrounding rural villages.
- Grow a vibrant multi-generational resourcing church in Camborne Church.
- Establish 'rural hubs' in the larger villages where mission activities take place.
- Develop effective connections with all schools within Camborne & the surrounding villages (1 Secondary, 9 Primary, 2 Nursery) and the 2 Family Hubs (formerly known as Children's Centres) and with Cornwall College and Duchy College, Rosewarne.



- Provide teaching and support to enable congregational members to be confident in talking about their Christian faith, resulting in a growth numerically and in depth of discipleship.

By 2026 there will be vibrant, missional, multi-generational worshipping communities in Camborne town centre and in the surrounding rural villages. Camborne Church will be operating as an effective Resourcing Church. In Camborne town centre there will be a flourishing town centre presence incorporating a weekday drop-in centre/café to connect with the ‘missing generations’ in the area. This will provide a welcoming, safe space and where they will ‘see the gospel in action’. It has the potential to be a venue for new ways of being church.

There will be new worshipping, missional communities in Praze and Troon and valuable connections made with local schools and colleges and effective work with youth, children and families.

We will have built on the work begun by The Community Kitchen, All Saints Community Centre, Troon Hall Trust. We will be working ecumenically and include the whole cluster, with each church valued for what they offer.

Purpose of the Role

The main purpose of this role is to develop the musical worship life of Camborne Resourcing Church and surrounding communities and engage in mission with the ‘missing generations’.

The Worship Leader will lead and empower the whole church to worship God, working alongside the ministry team to develop creative and contemporary worship, grow the church and resource wider communities.

Key responsibilities

- To deliver and lead musical worship, inspired by the Holy Spirit in a variety of settings.
- To help discern with the leadership team the heart and direction of the Spirit’s leading for worship at Camborne Resourcing Church.
- Prayerfully plan the contemporary worship services of Camborne Church in consultation with the Lead Minister for Camborne Resourcing Church and the ministry team.
- Build, mentor and grow the necessary teams (including media/production) to empower the church in worshipping God and entering into his presence.
- Provide pastoral care for the worship teams.
- Oversee song selection, media preparation and presentation, sound and lighting enhancements, & coordination of all instrumentalists, vocalists, and creative artists.
- Direct all weekly activities and rehearsals of the worship teams necessary to facilitate worship services and events, including online productions.



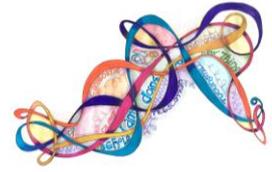
- Develop a strong working relationship with the organists and choir members, to support and work alongside other aspects of traditional worship. To identify opportunities for the ministries to perform together where appropriate and to maximise the potential of music to build thriving worshipping communities.
- Proactively seek out opportunities for people, including children and youth to engage and participate. Plan major seasonal and/or outreach events using music and other creative arts to reach out to the community evangelistically.
- Oversee the music ministry organisation and development of volunteers.
- Establish and build relationships and networks that will support the development of contemporary worship.
- Develop aspirational aims for the worship ministry that are in line with Transforming Mission's vision and then evaluate how those aims were achieved or modified during the year.
- Help to resource other churches across South West Cornwall and wider Diocese by developing and enabling new worship ministries and occasionally leading times of worship.
- Maintain an authentic and growing walk with Jesus Christ through the ongoing spiritual disciplines of Bible reading, prayer, personal worship and receiving holy communion.
- Develop and support the cluster's online presence

Health & Safety

- To adhere to the Diocese of Truro's Health and Safety policy and procedure as well as any other related laws and to do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life.

Safeguarding

- To adhere to the Diocese of Truro's safeguarding policy and procedure as well as any other related laws and to do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life for all who may be vulnerable.
- This includes a responsibility to remain up to date with your own safeguarding training at the level appropriate to the role. Please note that this role requires an enhanced DBS check.
- To undertake other duties, as may be required from time to time, to ensure the effective and efficient fulfilment of the role.
- To undertake relevant training required to best carry out the role, if required.



Diversity

We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. We aim to create a workforce that:

- Values difference in others and respects the dignity and worth of each individual.
- Reflects the diversity of the nation that the Church of England exists to serve.
- Fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and ensuring that all employees, job applicants, stakeholders and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

Standards of Behaviour and Conduct

Staff are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

This job description is a summary of the key areas of responsibility in the job.

It is not intended as a definitive statement of job content.

This job description will be reviewed periodically and may be subject to amendment.

Person Specification

Essential:

- A clear testimony of faith in Jesus Christ and a growing personal relationship with Him.
- A gifted musician and a confident presence when leading a church in worship.
- Commitment to the mission, vision, and worship vision of Camborne Resourcing Church and in particular to growing opportunities that are relevant to families and young people.
- Experience of leading spirit-led worship in a contemporary setting.
- Experience of leading worship especially for young families and young people.
- Skilled in vocal and instrumental direction.
- An ability to lead a team as well as play a part in a team.



- Skilled in the use of technology in worship and in the use of sound, lighting, computers and video projection.
- Experience of managing volunteers, including their development.

Desirable:

- Experience of online production.
- Creative and enthusiastic approach.
- Ability to incorporate other art forms as needed.
- Good personal administration: motivation, time-management, and the ability to prioritise

Key relationships

The key relationships for the post holder are with:

- Lead Minister for Camborne Resourcing Church (Line Manager)
- TM Team Lead for Camborne Cluster
- SSM Associate Priest
- Camborne Cluster Congregations
- TM Team
- Resident organists and choir members
- Town centre drop-in centre manager

We can offer you

- A beautiful part of Cornwall to work in that has a rich history and culture.
- The opportunity to work with a well-resourced team dedicated to regenerating the church in this area who will support you and encourage creativity.
- A growing network of peer support where you can share good practice.
- An exciting time to pioneer new styles of worship and establish new worshipping communities
- A vision that seeks to engage in mission and ministry to the missing generations in our communities

Appendix



The Camborne Cluster of Churches

This post will be based at **St Martin & St Meriadoc's Church, Camborne**, a town centre church that has a long history and an evangelical heart. Camborne is an historic mining town, 15 miles west of Truro and is a main stop on the London to Penzance railway line. It is an area with significant challenges, being one of the poorest towns in the country. Camborne and the surrounding villages now rely more on the agricultural and tourism industries and there is a good secondary school, Camborne Science and International Academy. It is a place of tremendous opportunity – God is at work here, bringing people to serve him here and together doing new things to grow the church.

St Martin & St Meriadoc Church is the widest church building in the diocese with a capacity of about 500. As part of Transforming Mission we are seeking to upgrade the audio-visual facilities and other aspects of the interior space, whilst being sensitive to the beauty of a medieval church. The current average weekly attendance is about 125 with a small number of young people on the fringe.

Also in the cluster is **All Saint's, Tuckingmill**, which has more sacramental tradition and supports a successful community centre on the edge of the town centre, which is an independently run charity. **Holy Trinity, Penponds** has a high church tradition, and serves a small village with many young families, just outside Camborne. **St John the Evangelist, Treslothan** and **St Crewenna, Crowan** are village churches of central Church of England tradition. Neither of the latter two are situated in the villages of Troon and Praze respectively so new ways of the church reaching the communities must be found, making use of facilities like the local schools or village hall. Troon has a Church Hall with good facilities and there is some rural youth provision to connect with in Praze. Many young people are isolated by geography as well as disadvantaged economically so creative ministry in this area