

REACHURCH

WORSHIP PASTOR

Job Information Pack



Living waters will flow
rea.church

Are you **thirsty** for a move of God?

Are you ready to yield your comfort and every human strategy to the lead of the Holy Spirit? Are you ready to abdicate platform and careerism and ego for the glory of Jesus? Are you aching for emerging generations to find that they are valued and called for participation in the radical mission of God? Are you mindful of your own wounded heart and need for His transformative grace? Are you thirsty for the manifest presence of God among His people — healing, renewing, restoring, transforming a broken people and broken city into nothing less than the glory for which He has intended it?

Jesus said: "Let anyone who is **thirsty** come to me and drink. Whoever believes in me, as Scripture has said, rivers of living water will flow from within them."

The River Rea

[pronounced: 'ray']

The city of Birmingham began on the banks of the River Rea in the 7th Century. This river runs right past our church building.

'Rea' means 'to flow' — taken from the same Greek word used in John 7:38 to describe the **flow** of God's Spirit from God's people.

Our name is an intersection of the story of God and the story of our city. It is a reminder that every life that learns to find its source in the person of Jesus discovers the life-giving and life-bringing **flow** of His living presence.

The Vision

The vision is Jesus: to love Him, to know Him, and to see all things as He sees them. Everything else is the overflow. He is our focus, our ambition, our pace-setter, our inspiration, our friend. His are the rhythms of grace.

It is a movement of the Holy Spirit, fuelled in prayer and warfare, undermining the structural and personal work of darkness in every hurting life — unto their salvation, healing, transformation, liberation, and participation.

It is to become a sacrificial and interdependent community, and a community of communities, that pulsate with love, honesty, forgiveness, honour, and authenticity, who travel together in the real questions and pains and joys of our lives.

It is to learn to worship and pray corporately, intimately, expectantly, joyfully, freely, and with eyes that perceive the ever-present potential of His beautiful Kingdom.

It is to see transformed communities, economics inverted, poverty contended, addicts liberated, sex workers beloved, asylum seekers honoured, single people and families finding belonging and family together, the hungry fed, and orphans drawn into our homes.

It is to live with material simplicity and yet celebration of everything beautiful, delicious, and good. It is to embody prophetic generosity with our money, possessions, people and gifts. It is to steward a culture of love, honour, creativity, laughter, rest and authenticity in our leadership and teams, modelling a contagious new way of being to our city.

It is to espouse grace-modelled parenting, healthy lifestyles, and ethical shopping — to be a loud and effective voice in society for justice, anti-trafficking, aid and development locally and overseas, for peace and reconciliation in the conflicts of the world. It is to become a sending and receiving hub of missionary work, effectively and relationally linked to the nations.

It is to be an inspiration centre for the artisan and the entrepreneur, hosting an atmosphere of empowerment, courage, and reconnection to our God-given creativity. It is to enable every one of us to journey on the winds of the Spirit as partners with the very imagination of God.

The vision is to see miracle-bringers on the streets, in the offices and warehouses and shopping centres and back gardens of a city, inviting the Lordship of Jesus to transform the pains of the ordinary into His vibrant fullness. It is to see oh so many join this vision of the pursuit of Him, recognising in joy and clarity that He is alive, that He reigns, and that He calls us to friendship, to daughtership and sonship, and to partnership in His cosmic work of healing.

This vision is not ours, but has been inspired in us through meeting the Great Visionary; the One who truly sees what our souls and our city could be. The One whose values are more beautiful and ability more complete and love more radical than any other power or personality upon the earth. None can be compared with Him. He is our Visionary, our Leader, our Lord. He is our Origin, our Way Maker, and our Destination. He is our Source. And His name is Jesus.

For the unending glory of His name, so may this be.

Introduction

Rea Church is a vibrant and diverse community, based in Balsall Heath, Birmingham. While our reach is Birmingham and beyond, we also have a specific missional focus upon the community of Balsall Heath on our doorstep. Balsall Heath is economically deprived, ethnically diverse, demographically young, and over 60% Muslim. Looking a little further afield, virtually every demographic imaginable live within a mile of our church, including a significant population of university students. Our building is on a major artery road out of the city. The missional and discipleship opportunities are extraordinary.

We are at an exciting moment in our journey, with two communities (Anchor Church & St Mary and St Ambrose Church) having come together in 2024 to form **Rea Church** — a community of around 140 adults and children. Our launch has included a substantial Church of England funding bid for building improvements and staffing increase, with a view to growing a 400+ congregation over the next five years.

This role is a part of this project.

Values

As a church we have four organising values:

Apostolic

We are a sent people, called out by God to be sent into the pains of a broken world with the inbreaking realities of the Kingdom of God.

Creativity

Every apprentice of Jesus is called to be an agent of new creation in the church and in the city. Leaders steward a culture of trust, love, and empowerment, releasing gifted creatives to strengthen the church and renew the city.

Table

All healthy ministry grows from strong relationships, and thus we nurture healthy community at the heart of every team and our church family. We encourage every church member to be a part of a local table community as a part of this.

Impossibility

Our vision and ministry grows out of partnership with the Spirit of God, and thus we anticipate His supernatural work among and through us. Our vision should always exceed our natural ability as we journey our vocation with God.

Role Overview

Location	Rea Church, Pershore Road, Birmingham B5 7RA
Employer	The PCC of SSMA (Rea Church)
Hours	3 days per week (22.5 hours per week), including Monday evenings, Wednesday mornings, and Sunday gatherings
Salary	£15,600 - £18,600 (FTE: £26,000 - £31,000), dependent upon experience
Holiday	25 days plus 8 day Bank Holiday pro-rata
Line Manager	Lead Pastor

Leadership

Leadership is the art of aligning the people of God to the flow of His Spirit. To be a **leader**, then, is primarily to be a **follower** — nurturing a deep inner life with Jesus, from who all our inspiration and motivation and strategy and security come. We begin in Him, or, as He put it, we **abide**. He is the source of all Kingdom fruitfulness. We minister to Him before we minister to people. Our leaders thus are invested in personal and corporate patterns of prayer and Scripture, worship and community, surrender and celebration. We pay for our leaders to have two annual retreats (one personal, one with the team), and support personal development through teaching resources, supervision, and intentional discernment of the activity of God in your life in this moment.

Such leaders raise the spiritual temperature of the church, leading the people both to deeper authenticity and higher joy. Leaders gather and equip and encourage and mobilise the people of God for their participation in this work.

Team

Healthy leadership is nurtured in interdependent and encouraging community. Thus every leader both belongs to a team and builds **team**. Across the church and in various ministries, we have nearly fifty

people with leadership responsibilities. The hub of this is our staff team, which the appointee to this role will become a part. The staff team is currently is made up of:



Chris Mitton:
Lead Pastor

Chris leads the team, and has primary responsibility for stewarding the vision and culture of the church. He has developed various discipleship materials (historycourse.org, [Further Up & Further In](#)), and is passionate about growing mature leaders, deep disciples, and healthy church culture.



Pat Brown-Richards:
Associate Pastor

Pat is a pastor and a change maker, with a massive heart for creating community, building family, and seeing hurting lives finding the healing life that is only found in Jesus. She works with us for eight hours a week, and focuses her time on wider pastoral ministry, and support of the bereaved.



Taylor Warhurst:
Operations Pastor

Taylor oversees all of the operational life of the church, ensuring our systems are fluid and honouring. She also invests in team development and culture, as well as leading and teaching on Sundays. She is a trained StrengthsFinders coach with expertise also in the Enneagram.



Pete Dalton:
Curate

Pete oversees Alpha, and is a gifted teacher and pastor, working with us full time. He carries a particular heart for those outside of the church, with extensive experience in community development and youthwork.



Joyce Brown:
Over 60s Pastor

Joyce oversees pastoral ministry with Over 60s, with a particular heart to see them seen, engaged, cared for, and integrated as a key part of our church community. Joyce works with us for eight hours a week.

Our staff team is accountable to both our **core leadership team** (who help discern the seasonal direction of the church, and consider major matters of direction and culture), and our **trustees/PCC** (who oversee matters of healthy governance and finance).

Role Responsibilities

The worship pastor will be responsible for stewarding a fiery heart for Jesus at the core of our community, primarily through sung worship and gathered prayer, building on the values of the worship team (authenticity, vulnerability, intimacy, community). Their primary responsibilities will be:

Staff Team

- Help to steward a culture that prioritises love of God as our lead priority across all parts of the church, through invested participation in team meetings, wider church strategy, and culture formation
- Participate in team rhythms of prayer, retreat, rest, study, celebration and worship

Lead Worship

- Lead us regularly in song and intercession in Sunday gatherings, team meetings, and prayer & worship events.
- Prioritise a style of worship that connects with different cultures and generations, with a particular focus on emerging generations.
- Provide musical worship for other ministries (e.g. kids, youth, students, funerals, weddings, etc.) as required.

Worship Team

- Regularly gather, envision, grow, and strengthen the worship team.
- Identify, equip, and mobilise emerging worship leaders and musicians, from various generations and backgrounds.
- Develop musical excellence in our worship team, helping the band learn how to operate as a unity and giving the congregation confidence to lean further into song
- Oversee both the sound (PA) and visuals teams as parts of the worship team
- Be available for pastoral input for members of their team, or the wider community, as their gifts and experience permit
- There is a hope that the appointee will help to develop songwriting within our community.

Build Structures

- Oversee the administration of the worship team rota and team communications.
- Complete all required CCLI reporting.
- Manage the worship team budget.

Character

The successful candidate will demonstrate the following characteristics:

- **Humble:** the desire to make Jesus more famous than you.
- **Abiding:** an active and surrendered relationship with Jesus, through regular spiritual practices, both in private and public (e.g. prayer, worship, Scripture, accountability, and rest).
- **Visionary:** We are not looking for an individual to merely maintain the worship culture that we have, but to take it forwards to new places of depth, maturity, and musicality. The appointee should be able to appreciate the foundations we have established, whilst also being able to lead us forwards to the next stage of maturity, devotion, and passion in our worship.
- **Engaged:** A genuine heart connection with the core values and mission of Rea Church.
- **Collaborative:** A team player, able to serve and communicate within a diverse team; to disagree well; to encourage consistently.
- **Motivated:** proactive, creative and able to take the initiative to implement their role.
- **Orthodox:** a theology and lifestyle that accords with the doctrines of the historic Christian faith.
- **Aligned:** to lead, teach, preach, and pastor in accordance with the church's theological position (see Appendix document on Senior Leadership Expectations at Rea Church).
- **Joyful:** ready to laugh and celebrate, not to take yourself too seriously, to make mistakes and participate in building a culture of celebration and laughter.
- **Teachable:** aware of areas of weakness and growth, surrendered to the renewing work of the Spirit, open to developing their skills and areas of gifting.
- **Integrated:** it will be important that the appointee is integrated into the Rea Church community, and thus we are looking for a candidate who will be happy to make Rea Church their regular worshipping community.
- **Creative:** Willing to try new things, to fail and learn, to be courageous, inquisitive, and consistently learning.
- **Practising:** It is a genuine occupational requirement that the appointee is a practising Christian.

Experience & Skills

Essential:

- Musical ability to lead both small and large groups in sung worship.
- Proficiency in both singing and either guitar or keyboard. Ability to lead worship doing these simultaneously.
- Ability to steward and build a healthy team culture.
- Ability to organise a worship band musically, enabling methods of communication between musicians for adapting a set list in accord with the lead of the Spirit.
- Ability to communicate a vision for worship to both worship team and the church.
- Ability to discover, develop, and release emerging worship leaders.
- Experience in leading sung worship
- Enthusiastic to develop a charismatic worship environment — including both worship style, and flexibility to adapt a worship set as we listen for the lead of the Holy Spirit.

Desirable:

- Significant experience in leading worship.
- Experience in developing team.
- Experience in mentoring emerging worship leaders.
- Awareness of issues of race and developing intercultural community.
- A gifting in teaching or preaching.
- Experience and interest in developing other creative expressions of worship (e.g. art)
- Memorisation of chord patterns for a range of songs.
- Experience in songwriting and recording.
- Experience in using ChurchSuite.

Combined Roles

Potential applications should also be aware that we are advertising other part-time staffing roles at this moment, some of which could be partnered with this role. These include:

- Student Pastor (2 days)
- Digital Pastor (2 days)

We welcome applications for more than one role, and are open to combining roles for the right candidate. See our website if you're interested to find out more.

rea.church/jobs

Applications

The PCC of St Mary and St Ambrose (Rea Church) is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders are expected to share this commitment. All appointments are subject to acceptable pre-appointment checks, including a satisfactory Enhanced DBS Check, and satisfactory references being received. If you need assistance or accommodations in the application or interview process for any reason, please do get in touch.

Applicants will need to submit in advance:

- Online application form (including two references)
- A 500 word report OR a five minute video describing your vision for worship in the local church
- A copy of your CV
- A video of you leading worship

The interview will include:

- Panel interview
- Leading us in a 15 minute set of sung worship

Interviews: will take place between 1st-16th May

Starting date: from June 2025

For any further information, please email info@rea.church

Appendix: Leadership Expectations

Leadership is a role of responsibility and discernment in the Church of Jesus. Leaders steward the community with good order, Kingdom values, and model and teach the Way of Jesus for others to follow.¹

While there are many people leading in various ministries across the church, this document outlines specific expectations for those with positions of senior leadership (including core team and pastoral/teaching staff roles).²

Prayerful

A mature, spiritually hungry, and lived out desire to be in pursuit of the person and Ways of Jesus of Nazareth and the presence of the Holy Spirit, nurtured both in private and public practices of devotion to Him. Every Christian **leader** is firstly a **follower** of Jesus.

Holy

A posture of humility and surrender, leading as servants of the community and with our lives surrendered to the renewing work of the Spirit. We seek a high level of integrity in our speech, relationships, sexual ethics, and private lives. While we all come to this broken, our trajectory is set towards the healing wholeness (holiness) of Jesus, and we have reached enough maturity in this journey to be considered 'above reproach' (Titus 1:7).

Engaged

Engaged and present at a wide variety of Rea Church activities, especially including Sunday gatherings, prayer, leadership meetings, and table.

Biblical

The Scriptures are our lead authority in all matters of doctrine and practice, with the Evangelical Alliance statement of faith a good summary of our position. We hold a firm belief in the dynamic renewing presence of the Holy Spirit; a devotion to a missional church that looks beyond itself to the needs of the city; an orthodox/historic view on both sexuality and gender; a belief in the role of both men and women in roles of leadership in the church; an understanding that while God doesn't cause suffering, He sometimes allows it as a context for our inner renewal; and a deep commitment to the revealed goodness of the Father. The Gospel we preach centres on the inbreaking reign (Kingdom) of God through the power of the Cross of Jesus. Senior leaders stand with unity in these matters.

Relational

We do not lead in isolation, but together. Relationships with one another are built on mutual honour and trust. Our leaders don't just gather for the sake of task or function, but to be a strong community. Our measure of love and honour for one another establishes the culture for the wider church.

Called

A clear sense of being called by God — both to this **role**, and at this **time**. Hence, every part of the above is prayerfully discerned, listening to His lead as to establishing His leadership in our church.

¹ Biblical expectations of leadership are outlined in Acts 6:3, 1 Timothy 3:1-13, Titus 1:5-9

² for the Evangelical Alliance Statement of faith, see: <https://www.eauk.org/about-us/how-we-work/basis-of-faith>



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