



JOB PACK

WORSHIP AND CREATIVE LEAD



About St Luke's

St Luke's is an Anglican parish church in the Bank Top area of Blackburn. The church has received significant investment through the Diocese of Blackburn and has built a new church hall, renovated the church building, and established a thriving Christian community.

The vision of St Luke's as a new church plant is threefold:

- A thriving multi generational church, empowering people of all ages to reach and disciple emerging generations from amongst those who have no or little existing contact with the Christian faith.
- An equipping Church providing new vision and resourcing for churches across the Diocese to reach and disciple young people.
- A multiplying church with an established network of church planters across east Lancashire.

To that end the mission of St Luke's encapsulates the core of what we're seeking to replicate within our immediate context and across Lancashire:

'Inspiring people to follow Jesus and to love God, love God's family and serve God's world.'

Bank Top and the Galligreaves estate is one of the economically poorest areas of Blackburn, and therefore the country. The church has grown to around 130 attendees on a Sunday and many more at activities during the week. A strong relationship has been built with the local primary schools and public agencies, with the church at the centre of the community. This provides the opportunity to develop missional work. St Luke's also plays a wider role as a Youth Resourcing Church for the Diocese of Blackburn, providing training in youth work for other churches.

The team at St Luke's is led by Jason Gardner (Vicar) and Rachel Gardner (Youth Resourcing Lead), alongside a Curate and 5 other staff to bring about a new chapter for St Luke's and the local community. Having re-established ourselves, we are now looking to the next chapter in the life of St Luke's, building capacity and discipling new Christians to become the leaders of the future.

St Luke's is an enthusiastic, fast paced, and fun working environment where we seek to encourage and offer compassion in everything we do. Our ethos is to be grateful, gracious and professional and we endeavour to thread this through every part of the organisation and every interaction. It is an exciting and challenging place to work and is full of variety. We aim for a 'can do' environment where innovation and creativity is encouraged alongside serving others. Staff community is warm and engaging with lifelong relationships being built. We are looking for ambitious, faith-filled, enthusiastic individuals to join us on our journey and be part of St Luke's staff team.

WORSHIP AND CREATIVE LEAD – Job Description

Role purpose

To be the key worship leader at Sunday Gatherings, and mid week events as and when required.

To lead in developing and sustaining the Church's communications and digital media presence.

To recruit and manage a creative team of volunteers who will assist in leading worship, providing technical support, and creating content for our online platforms.

To help reach and disciple young people and young adults via weekly outreach and programmes.

To play a key supportive role in the prayer life of the Church.

Role profile

Job title: Worship and Creative Lead - fixed term contract for 18 months with the potential for extension as further funding is secured

Reports to: Jason Gardner, Vicar of St Luke's Church

Location: St Luke's Church, Bank Top, Blackburn, BB2 1TA

Diversity: St Luke's believes that diversity enables us to thrive and develop and is committed to race equality, welcoming applications from UK Minority Ethnic backgrounds.

Special conditions of employment: As a faith-based organisation and a place of Christian worship, our beliefs are foundational to everything we do. The post-holder will be expected to be sympathetic to these beliefs and work actively to support our ministry and vision.

Salary: £28,350 p.a. Remuneration will be reviewed annually.

Working days/hours: Full-Time - 40 hours per week, usually Monday – Thursday and Sunday 09.00 – 13.00. The role holder will need to be flexible, and available to work key events such as Christmas services, Easter services and ad hoc Saturdays, with TOIL to compensate as necessary. The working pattern can be discussed and agreed upon appointment.

Annual leave: 25 days per annum pro-rata plus bank holidays

Probation period: The role will be subject to completion of a satisfactory 3-month probationary period; appraisals will take place annually thereafter.

Safeguarding: St Luke's church is committed to Safeguarding and promoting the welfare of children, young people, and vulnerable adults. All post holders and

volunteers are expected to share this commitment and undertake the Diocesan Safeguarding training courses as well as, where required, undergo a DBS check.

Pension: There will be a pension scheme available with an employer contribution of 10%.

Pre-employment checks: Appointment to the role will be subject to receipt of two satisfactory references, eligibility to work in the UK, DBS checks, and completion of an occupational health check/survey.

Key responsibilities

Worship Leading

- Recruit, lead and pastor the worship team
- Lead worship on Sundays and at other St Luke's ministries eg Alpha, weekends away, Youth Events
- Lead worship at prayer meetings and staff meetings
- Train others to lead worship in our Sunday Gatherings and wider prayer and worship events

Creative and Content Creation

- Manage the Worship and Production budget
- Manage all elements of Technical Production
- Recruit and manage a volunteer creative team to assist with production and content for social media platforms.
- Build relationships with partner organisations (e.g HTB North West Hub, Love Blackburn with Darwen network of local churches)
- Seek to identify new resources and songs for the Church.
- Grow and maintain an online presence for St Luke's across social media platforms.

Reaching and Discipling Young People

- Work with the Youth Lead to help grow young worshippers and young worship leaders
- Assist schools work within local secondary schools that feeds into the ministry of Church, including extra curriculum activities at St Luke's such as after school clubs and Youth Alpha
- Assist with ongoing discipleship of young adults

Other Responsibilities

- Play a key part in establishing core Church programmes e.g Alpha, Street Teams, Sunday Gatherings, Groups and Missional Outreach.
- Take an active role in the prayer life of the Church.
- Commit to a core team culture that models growth in loving God, loving God's family and serving God's world.
- Be available as required to support other members of the team for key events.

WORSHIP AND CREATIVE LEAD – Person specification

Criteria	Essential/Desirable	How this will be assessed
Committed Christian exhibiting devotion to prayer and Biblical meditation, and a passion for worshipping God	Essential	Application and interview
Experience in leading worship at all levels, including church congregations	Essential	Application and interview
Musical and technical excellence twinned with the desire to further develop	Essential	Application and interview
Academic qualifications relevant to role (e.g. Music and theology)	Desirable	Application
Ability to recruit, direct, and inspire volunteers	Essential	Application and interview
Proven experience and skill in using IT for media production and design	Essential	Application and Interview
Ability to connect with young people and lead young people's small group activities	Desirable	Application and Interview
Practical experience in pastoral ministry	Desirable	Application
Project management and organisational skills	Essential	Application and interview
Excellent written and oral communication skills	Essential	Application and interview
Flexible attitude and desire to serve	Essential	Interview
Strategic thinker	Desirable	Interview
Willingness to take risks and experiment, especially in the area of evangelism and outreach	Essential	Interview

How to apply

Thank you for taking the time to read this job advert; we would love you to apply to join our team.

To apply, please complete the application form and covering letter explaining why you have applied and what skills and experience you will bring to the role and send it to our Operations Manager, Andy Foot (andy@welcometoslukes.org).

If you would like an informal conversation about this post, please contact Rev Jason Gardner on 07816 775916.

The deadline for applications is Monday 21st July 2025.

We expect that interviews will take place around 31st July / 1st August, or as mutually convenient in the holiday season!