**Pastor**

**Main Purpose and Scope of the Role**

To lead and shepherd the church, alongside the more strategic role of the Lead Pastor, thus facilitating the church’s vision and mission.

To lead the staff team, alongside the Lead Pastor, on behalf of the Church Leadership.

**Position in Organisation**

**Reports To:** The Pastor is accountable to the Church Leadership, and will be line managed by the Lead Pastor.

**Line Manages:** Family and Youth Team Leader; Family and Children’s Team Leader.

**Budget Responsibilities:** Ministries Budget.

**Duties and Key Responsibilities**

**1) Pastoral Care**

* The Pastor will take a lead on shaping and implementing the pastoral care of the church. This will include:
  + Creating a vision for pastoral care.
  + Line management of the Pastoral Care Co-ordinator.
  + Overall responsibility for the Pastoral Care Co-ordination Team.
  + Liaison with the Discipleship Team Leaders to facilitate pastoral care in and through Life Groups.

**2) Membership**

* Oversight of membership at the church, including:
  + Ensuring the ‘way in’ to membership is clear, helpful and thorough.
  + Regular review of membership issues and following up on these.

**3) Serving**

* Oversight of serving and volunteering at the church. This will include:
  + Recruitment of volunteers to serve in the various church ministries.
  + Training, ongoing care and supervision for those serving.

**4) Duties as a Pastor and Church Leader**

* Regular input into Sunday services. To include: preaching; service leading; prayer ministry.
* Leading other church services, for example, dedications, weddings and funerals.
* Regular and frequent appointments:
  + Pastoral issues.
  + Personal mentoring of leaders, both formally and informally.
  + Miscellaneous conversations regarding church life that do not obviously fit elsewhere.

**5) Strategic Oversight of Ministries and Teams**

* The Pastor will have strategic oversight for the following areas, and will meet regularly with the Team Leaders for these areas. They will provide strategic oversight and ensure alignment with the overall church vision, in accordance with HR policies, as well as proactively supporting the wellbeing of the Team Leader. They will serve ‘hands-on’ in these areas as appropriate.
  + Focus Area Teams: Transforming Church Team
  + Generations Teams: Family and Youth Team; Family and Children’s Team; Seniors
  + Other Ministries: Communications (to include Social Media; website); Torch ministry

**Person Specification**

* You will be an evangelical Christian, who is passionate about both ‘Word and Spirit’.
* You will be committed to growing in your faith and will be able to organise your time to include space for personal prayer, Bible study and corporate worship.
* You will be a 'people person' with proven people-care skills, equally comfortable ministering to individuals and groups.
* You will have proven leadership skills, coupled with the ability to work constructively as a member of a team.
* You should be able to demonstrate experience in leading and co-ordinating discipleship-focussed Christian ministry in a similar sized complex organisation
* You will have the experience, and the understanding of culture which enables you to communicate the Gospel of Christ effectively to equip disciples to grow in their faith.
* You will have creativity, drive and vision, and be able to organise yourself and others effectively so as to bring the vision to fruition (e.g. strategic planning; personal time management; managing a budget, etc)
* You will be happy to undertake routine work at times, and be reliable in all you do.

The following are desirable:

* A theological qualification (degree level or equivalent), or the preparedness to study for this.
* Knowledge & ability to use efficiently office software which include ChurchSuite & Microsoft365 as well as social media platforms such as Facebook, Instagram & YouTube.

The appointment is subject to an Enhanced Criminal Records Bureau Disclosure (DBS)