

PASTOR

JOB DESCRIPTION

Job Title: Pastor

Salary: In the region of £26-28K pa depending on experience

Hours: Full time. The Pastor will normally be expected to work from the church premises

Accountable to: The Elders (ministerial issues) and the Trustees (legal & charitable issues)

Accountable for: The overall leadership of KBC (See further under 'Key Working Relationships')

MAIN PURPOSE OF THE ROLE

Kinmel Bay Church is looking for a pastor to lead us in our mission:

'KBC always seeks to be active in ministry and mission by declaring Jesus Christ is Lord – locally, regionally and globally.'

Under God he will lead the church so that the good news of Jesus might be known in the area and that individual members of the church may have every opportunity to become mature in Christ and thus be able to fulfil their calling. As a growing church the leadership is committed to sharing the ministry among the staff team and volunteers, and are seeking a leader for this team. In line with I.Peter 5:1-4 our pastor will have a desire to 'shepherd God's flock', caring for and leading them out of a willing and servant heart.

BACKGROUND INFORMATION

KBC is an evangelical church and the only church in our town. The current building was constructed in 2003 on a green field site purchased in 1993. Our ethos is that of a Christian family where all are welcome and great care is taken to share truth and show love. We have been in existence for over 80 years and are a registered charity, a company limited by guarantee and a member of FIEC. We have a long tradition of supporting mission locally, regionally and globally and have a membership of c.80 with a Sunday attendance of 100+. We draw members from a variety of church backgrounds and whilst we hold firmly to biblical evangelical views we would seek tolerance on a number of secondary issues. Although KBC is an English language church we have a number of attendees whose first language is Welsh. In order to enable them to worship in their heart language a number of our worship songs are presented bilingually.

KEY RESPONSIBILITIES OF THE PASTOR

[NB. In all these responsibilities the Pastor will be supported by the staff and leadership team who will work alongside and in consultation with him. The Pastor is not expected to do everything himself but will delegate to others when appropriate.]

1. Lead the church so as to fulfil its mission (see above), working within the existing ethos of the church as outlined in *Life@KBC*
2. Oversee relevant and contextual biblical preaching and teaching, thus encouraging both individual discipleship and the corporate spiritual life and practice of KBC. The pastor will normally be expected to preach once each Sunday
3. Take overall responsibility for Sunday worship, dedications, baptisms, weddings and funerals, house groups and related church activities
4. Take overall responsibility for the pastoral care of the congregation, working closely with the pastoral care team and attending its weekly meetings
5. Take responsibility for the supervision and development of all staff by such means as regular 1-2-1 times for review, prayer, encouragement, planning, etc., and encourage the development of other potential leaders in the church
6. Encourage and develop the individual and corporate prayer life of KBC
7. Encourage the evangelistic and missional ministry of KBC locally, regionally and globally
8. Have a heart for children and young people and encourage all who work with that age group and their families
9. Enable the church to bless the local community, participating in community events and demonstrating kingdom values in building relationships within the town
10. Ensure communication in a growing church is as effective as possible

OCCUPATIONAL REQUIREMENT

A GOR (Genuine Occupational Requirement) applies to this role in terms of the Equality Act (Part 1, Schedule 9). This post requires the occupant to lead regular, public, Christian worship and undertake Christian baptisms, marriages and funerals.

The role will also require an Enhanced Disclosure from the Disclosure & Barring Service.

KEY WORKING RELATIONSHIPS

1. The Pastor will lead the staff team, currently (a) Associate Pastor – 2 days/wk (b) Full Time Children & Families Worker (c) Administrator – 8hrs [+ 8hrs Food Bank] (d) Trainee Youth & Children's Worker (e) Ministry Associate – Self-Employed; Quarter-Time. Supervising and working with the staff (see 'Key Responsibility No.5 above) will be a significant part of the Pastor's role.

2. The Pastor will work with the volunteers at KBC including (a) Elders (b) Ministry Team Leaders (c) Board of Trustees.

PERSON SPECIFICATION

	Essential	Desirable
Personal Characteristics	<p>NB. See 1.Tim.3:1-7 & Titus 1:6-9</p> <ol style="list-style-type: none"> 1. Is in full agreement with the FIEC Doctrinal Basis of Faith 2. Demonstrates an ongoing healthy relationship with Jesus as Lord and a maturing Christian lifestyle 3. Has a strong sense of God's calling to pastoral ministry in the local church 4. A passion for people 5. Servant-hearted 6. Able to cope with a reasonable amount of pressure but also able to delegate effectively 	<ol style="list-style-type: none"> 1. Flexible on non-essentials 2. Able to wisely determine his work/life balance
Education and Qualifications	<ol style="list-style-type: none"> 1. A good general education 2. Recognisable ministerial or biblical training 3. A willingness to continue learning and developing skills 	
Skills and Abilities	<ol style="list-style-type: none"> 1. Strategic in biblical thinking and teaching, able to preach/communicate the Christian message clearly and relevantly 2. Able to lead wisely and sensitively; willing to 'speak the truth in love' 3. Ability to initiate new programmes and events 4. Flexible approach to working hours 5. Ability to manage own time and workload 6. Experienced and confident in pastoral care 	<ol style="list-style-type: none"> 1. Keeps abreast of changing culture and global events, both Christian and secular 2. Able to identify and develop ministries to the 'missing generations' in church 3. Some IT skills
Experience and Knowledge	<ol style="list-style-type: none"> 1. Significant experience in church ministry and leadership 2. Experience of evangelistic activity in a local church context 3. A proven record of managing a team in the workplace, or of managing volunteers, preferably in a local church situation 4. A good understanding of ministry in the 21st century 	<ol style="list-style-type: none"> 1. Experience in secular employment

