

## PASTOR

### JOB DESCRIPTION

**Job Title:** Pastor

**Salary:** In the region of £28-32K 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 1 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 pre pandemic Sunday attendance of 100+ and currently Sunday Service download of 200+. 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.]**

- a. Lead the church so as to fulfil its mission (see above), working within the existing church ethos as outlined in *Life@KBC*. Help navigate the church out of lockdowns and the pandemic, bringing the church back together physically after over a year of being separated and scattered.
- b. 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
- c. Take overall responsibility for Sunday worship, dedications, baptisms, weddings and funerals, house groups and related church activities
- d. Take overall responsibility for the pastoral care of the congregation, working closely with the pastoral care team and attending its weekly meetings
- e. 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
- f. Encourage and develop the individual and corporate prayer life of KBC
- g. Encourage the evangelistic and missional ministry of KBC locally, regionally and globally
- h. Understand the value of children and young people as the church of today. See the ministry to children youth and families as an integral part of the church.
- i. Enable the church to bless the local community, participating in community events and demonstrating kingdom values in building relationships within the town.
- j. 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) Full Time Children & Families Worker (b) Part Time Administrator [16 hours] + Food Bank Manager [8 Hours] (c) Part Time Youth Worker [24 hours]. Supervising and working with the staff (see 'Key Responsibility e 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
<b>Personal Characteristics</b>	<p><b>NB. See 1.Tim.3:1-7 &amp; Titus 1:6-9</b></p> <ol style="list-style-type: none"> <li>1. Is in full agreement with the FIEC Doctrinal Basis of Faith</li> <li>2. Demonstrates an ongoing healthy relationship with Jesus as Lord and a maturing Christian lifestyle</li> <li>3. Has a strong sense of God's calling to pastoral ministry in the local church</li> <li>4. A passion for people</li> <li>5. Servant-hearted</li> <li>6. Able to cope with a reasonable amount of pressure but also able to delegate effectively</li> </ol>	<ol style="list-style-type: none"> <li>1. Flexible on non-essentials</li> <li>2. Able to wisely determine his work/life balance</li> </ol>
<b>Education and Qualifications</b>	<ol style="list-style-type: none"> <li>1. A good general education</li> <li>2. Recognisable ministerial or biblical training</li> <li>3. A willingness to continue learning and developing skills</li> </ol>	
<b>Skills and Abilities</b>	<ol style="list-style-type: none"> <li>1. Strategic in biblical thinking and teaching, able to preach/communicate the Christian message clearly and relevantly</li> <li>2. Able to lead wisely and sensitively working as part of a team; willing to 'speak the truth in love'</li> <li>3. Ability to initiate new programmes and events see potential in and encourage others to be initiators.</li> <li>4. Flexible approach to working hours</li> <li>5. Ability to manage own time and workload</li> <li>6. Experienced and confident in pastoral care</li> <li>7. Computer literate and have an knowledge and understanding of the role of social media and You tube in church ministry today.</li> </ol>	<ol style="list-style-type: none"> <li>1. Keeps abreast of changing culture and global events, both Christian and secular</li> <li>2. Able to identify and develop ministries to the 'missing generations' in church</li> <li>3. Good IT skills</li> </ol>
<b>Experience and Knowledge</b>	<ol style="list-style-type: none"> <li>1. Significant experience in church ministry and leadership</li> <li>2. Experience of evangelistic activity in a local church context</li> <li>3. A proven record of managing a team in the workplace, or of managing volunteers, preferably in a local church situation</li> <li>4. A good understanding of ministry in the 21<sup>st</sup> century</li> </ol>	<ol style="list-style-type: none"> <li>1. Experience in secular employment</li> </ol>