



EMMANUEL
COMMUNITY CHURCH

Job Pack

Pastor

Introduction

Dear Applicant

Thank you for your interest in the role of Pastor at Emmanuel Community Church.

Emmanuel Community Church is an independent Evangelical Church which serves Stockport and South East Manchester. The church was formed in 1969 as Heaton Moor Evangelical Church and renamed in 2015 following our acquisition of new premises in Reddish to accommodate our growing congregation. We have retained our original premises in Heaton Moor and are now one church on two sites stretching across two communities.

Emmanuel Community Church is at a defining stage in its development following the move to additional premises and we are seeking to appoint a Pastor, passionate about knowing God and making Him known, who will lead us forward.

If you have relevant experience, are motivated to see the Gospel of Jesus Christ reach the unreached and are seeking to pastor, teach and minister to a developing church then we would like to hear from you.

In this regard please find below the following information:

1. Church Background
2. Job Description
3. Job specification
4. Questions for Applicants

If you wish to be considered for the post then please email your CV and answers to the Questions for Applicants to office@emmanuelcc.co.uk or send by post to: 55 Green Lane, Heaton Moor, Stockport for the attention of The Elders and marked Private and Confidential.

If you have questions concerning the post then please contact us by email to office@emmanuelcc.co.uk

We have not specified a closing date, but are looking to appoint within the next 6 months.

We look forward to hearing from you.

Yours faithfully

The Elders of Emmanuel Community Church

Church Background

Our History

Heaton Moor Evangelical Church (HMEC) was formed in 1969 to provide a Gospel Ministry to the four Heatons (Heaton Moor, Heaton Chapel, Heaton Mersey and Heaton Norris). Following growth of the church particularly amongst families and young adults we unsuccessfully sought new premises in the four Heatons for a number of years. In 2015 the elders led the Church to new premises at a mill in the adjoining area of Reddish, believing that God was directing us to an additional locality in which to minister. Since then we have held our weekly Sunday service at The Mill in Reddish and have continued to run our midweek community ministries from the church building in Heaton Moor. The church has grown in recent years to a congregational size of about 150 with around 100 members.

Our Structure

We have recently applied to become a Charitable Incorporated Organisation (CIO) and revised our leadership structure to create a team of elders and deacons with clear ministerial and organisational roles. The new pastor with the elders and deacons will be instrumental in recommending to the church the future use of its budget and will lead a review of all other paid roles in the church. In the recent past these have included Pastor, Associate Pastor, Youth and Children's Worker and Church Administrator. The position of Families Worker has been undertaken on a voluntary basis. Given recent changes in our personnel, the elders will work with the new pastor to identify and implement a staffing structure in line with the developing vision of the church.

Our Beliefs

We are reformed in our doctrinal understanding, emphasising both our responsibility and the sovereignty of God in salvation.

We are committed to Gospel-centred ministry. We want everything we do and are to be shaped by the good news about Jesus found in the Bible: his life, death, resurrection and return. This means that at the heart of our Church life together is the study and application of God's Word, in dependence upon the Holy Spirit.

We believe in the ministry and gifts of the Holy Spirit. We want to see more of the Spirit's work in our lives as we seek to be more Christ-like and as we witness the Gospel to others.

We encourage men and women to be actively involved throughout the life, ministry and teaching of the church and as a member of the FIEC, we subscribe to its doctrinal basis and have a male eldership and a male pastor.

We want to make the Christian faith meaningful and relevant to our contemporary world and are happy to partner with all churches that uphold the central tenets of the evangelical faith.

The elders have recently prepared a 'Church Doctrine, Values and Cultural Issues' paper as the basis for their future leadership of Emmanuel Community Church. We would expect our pastor to be able to endorse this document and engage with us in developing our future vision from it.

Our Vision

Emmanuel Community Church remains committed to the aim of HMEC to know God and make him known. Our desire is to see God-given transformation in our lives and in the communities in which we have been called to serve. At this significant time for ECC, the elders are seeking to appoint a pastor who will work with the church to clearly develop and own our vision.

Mission

We seek to be passionate about mission, both local and global, and support and encourage a wide range of mission partners. We long to see a dynamic church growing through conversion growth and are seeking a pastor who can lead and excite us in bringing the transforming hope of the Gospel to those around us.

We believe that the church should be at the very heart of community life and not on the fringe and have developed mission-centred ministries across all age ranges which connect us with the local community in the Heaton. We currently run a group for new parents, toddler groups, youth and children's groups and a group for older people.

Whilst geographically close to The Heaton, Reddish is a different socio-economic area and we want to engage effectively with the two communities that we serve. As yet, we have not set up any community ministries in Reddish but are seeking to do so in the near future.

Job Description

Job Title:	Pastor
Location:	Houldsworth Mill Reddish and 55 Green Lane, Heaton Moor, Stockport
Salary:	Salary in the region of £32,500 - £40,000 per annum commensurate with experience
Hours of work:	40 hours per week
Holidays:	25 days per annum, plus 8 statutory / bank holidays
Responsible to:	The elders and the trustees
Contract:	The post is permanent
Period of notice:	3 months
Probation period:	6 months

The role will be full time and the pastor will be the lead elder on the Eldership of the Church and a Trustee of the Church.

The role will include:

Preaching

The pastor will lead the preaching at Emmanuel Community Church through an expository preaching ministry. Typically, we would expect the pastor to be responsible for approximately two thirds of the preaching at the Church.

Teaching & Training

The elders have prepared a 'Church Doctrines, Values and Cultural Issues' paper as the basis for their future leadership of Emmanuel Community Church. We would expect our pastor to be able to endorse this document and develop our vision from this document.

Teaching takes place in a variety of other settings. There are extensive teaching opportunities in addition to those presented by the Sunday preaching programme. These may include: midweek meetings, preparing home group leaders' materials, speaking to the retired and young people, as well as taking evangelistic speaking opportunities and staff training sessions.

The pastor will lead and coordinate preaching and teaching in the life of the church as well as training others to do so.

Mission

A key part of the role is to oversee the church mission to bring the life transforming message of the Gospel to the local communities in which we serve. The pastor will be expected to lead the Church in mission, to promote mission and develop the vision of an outward looking church.

Social Ministry

We believe that the Gospel of Jesus Christ should impact the whole person. God has a heart for lives that have been broken by sin and are in need of a Saviour. We are looking for the pastor to develop how the church connects with the local community and how we can make a positive impact for good on the local people. This could be through debt counselling, food banks, counselling, addressing addiction, etc. We recognise that social ministry is not an end in and of itself, but it is often a means of connecting and engaging with those outside of the church.

Pastoral Work

Working alongside the other ministries within the church and in conjunction with the other elders, deacons and home group leaders, the pastor will provide pastoral support for the church family. This will include regularly meeting with members of our church family for encouragement, providing pastoral counsel, one to one discipleship and praying with individuals.

Staff Supervision and Management

As the church grows we would expect to recruit others to support the ministries of the church. This may include an associate pastor, a youth worker, a children's worker, a families' worker, ministry trainees, an administrator, etc. The pastor will be responsible for the management and mentoring of the staff team including undertaking regular appraisals in conjunction with the eldership.

Developing Leaders

In conjunction with the wider ministry team, the pastor will be responsible for identifying and working alongside emerging leaders in the model of 2 Timothy 2:2.

Person Specification

It is **essential** that the successful candidate:

- is a committed Christian, fitting the description of a godly overseer / elder as described in 1 Timothy 3 and Titus 1
- is seeking to grow as a disciple of Christ, committed to living according to God's word in prayerful dependence on Him
- has a passion for mission
- has an evident pastoral heart for others
- has recognised gifts in preaching, teaching and evangelism
- is able to lead and relate well to a diverse range of people
- has strong administrative, managerial and organisational skills
- is willing and able to work in a team ministry environment, as well as having the initiative to work independently where appropriate
- is in agreement with the 'Church Doctrine, Vision and Cultural Issues' paper of Emmanuel Community Church and in agreement with the church's Basis of Faith.

It is **desirable** that the successful candidate:

- has undergone formal theological training
- has some experience of secular life
- has at least 5 years previous full-time ministry experience
- has excellent skills in written communication.

The nature of this post gives rise to a Genuine Occupational Requirement (under the Equality Act 2010) for the post-holder to be a Christian. All staff in these posts are required to demonstrate a clear, personal commitment to the Christian faith.

Under the terms of the Data Protection Act, the information supplied by the successful candidate, as part of the application, will be kept as part the personnel file. A DBS check is a requirement of this post.

Initially we can only consider UK and EU citizens or those who have the right of residence and the right to work full time in the UK. If you are in any doubt about this matter please consult the UK Border Agency website for further guidance on the employment of religious workers.

Questions for Applicants

(250 words max per question)

1. Tell us why you believe you are the right person for this post.
2. How would you describe yourself theologically?
3. What is your understanding of the person and work of the Holy Spirit and what does this mean in your life?
4. How do you maintain a close relationship with the Lord?
5. Tell us what excites you about ministry.
6. What type of church are you looking to pastor?
7. How should the church communicate the gospel to our culture?
8. How can the church best connect with the youth and millennials in today's society?
9. What Christian books, speakers or activities have been most influential in the development of your spiritual life?