



Bristol Vineyard Senior Pastor Job Vacancy

Job Title:	Senior Pastor
Location:	Bristol, UK
Position:	Full time
Salary:	Negotiable based on experience
Applications Close:	16th March 2020

Who are Bristol Vineyard (BV)?

Bristol Vineyard was planted in 1995 and at present is a church of around 80 adults and 40 kids and part of the Vineyard Churches UK. There is a strong sense of community within the church family with people coming from different areas of Bristol and its surroundings. We meet at Fairfield High School to worship on a Sunday morning and we own a church office on Gloucester Road in Bishopston where our Pastoral and Administrative staff are based.

We have a lively kids church for all ages on Sunday mornings and a wonderful youth group that meets on Saturday nights. We have various mid-week groups that run on a termly basis and follow a range of different formats. We are learning to serve our wider community in a variety of ways including serving meals for the homeless, tea parties for the elderly and praying for healing on the streets.

We are currently led by interim leaders as part of a wider leadership team. In addition to the advertised Senior Pastor role we have two part-time pastoral staff (an Assistant Pastor and Worship leader) and two part-time administrative staff.

The role is outlined below and the successful candidate will ideally have the competencies and character outlined in the Person Specification.

Where does this role fit?

The Senior Pastor is appointed by and is accountable to the Church's Trustees who have legal responsibility for the management and conduct of the Church. The Senior Pastor is a member of the Board of Trustees and takes part in all decision making except in matters relating to his/her employment including salary and employee benefits; performance issues and any other issue where there is an actual or potential conflict of interest.

It is expected that formal pastoral and operational support to the successful candidate will be provided via a Leadership Team made up of members of Bristol Vineyard. The form and makeup of this team is at the discretion of the successful candidate. Leadership Team meetings are to be led by the Senior Pastor and are to be undertaken typically on a monthly basis.

It is expected that the current Leadership Team will remain in place for at least the first few months to help support a smooth transition. During this time the successful candidate is expected to begin to "discern God's will" and develop their vision for Bristol Vineyard.

Job Description - Roles and Responsibilities

1. Set compelling vision, values and strategy.

- a. Prayerfully discern, develop and communicate God's vision and strategy for BV.
- b. Continually model and communicate the values of BV and the Vineyard movement to create a culture where the person and gospel of Jesus Christ is at its centre.
- c. Encourage members of BV to exercise their gifts to enable fulfilment of the vision.
- d. Work with the Trustees and Leadership Team to ensure a suitable strategy, budget and staff team are in place to deliver BV's vision.

2. Develop effective, engaged and supported staff and leaders.

- a. Model discipleship within the church by mentoring, training and inspiring individuals to grow in their personal relationship with God.
- b. Encourage ministry in the power of the Holy Spirit and ensure this is modelled, taught and practiced in church services, small groups and one to one.
- c. Establish a culture of service where God's love & mercy are shared with others.
- d. Identify, train, equip and support leaders.

3. Mobilise people to deliver the vision together.

- a. Seek to advance God's kingdom through relevant ministries and activities recognising that *"everyone gets to play"*.
- b. Ensure BV's activities, events and ministries are sustainable, well led, and contribute to the vision.
- c. Ensure BV contributes to the social needs of vulnerable people, the local and wider community and seeks opportunities to support mission within and beyond Bristol and throughout the World.
- d. Sustain and advance good relationships with other church leaders, community associations, businesses, civic leaders and the wider Vineyard movement.

4. Ensure good governance and operate responsibly.

- a. Deliver the charity's business functions of finance, human resources, health and safety, safeguarding, regulatory compliance, etc. through an appropriate combination of staff and volunteers, as required by the Charity Commission and Companies House.
- b. Maintain good relationships with the Trustees (and serve as a Trustee yourself) to ensure that BV fulfils its objectives as defined in the Memorandum & Articles of Association.
- c. Maintain good relationships with the Vineyard Area / Regional Leader and participate in and contribute to Vineyard Churches UK events.
- d. Undertake other duties and responsibilities as agreed with the Trustees.

Bristol Vineyard Senior Pastor Person Specification

Character

The successful candidate must:

1. Love God, have strong personal faith and model what a follower of Jesus looks like.
2. Be passionate to see the Kingdom of God come in the city of Bristol and in all those who are part of the BV family.
3. Be a lifelong learner, eager to improve skills and strengths and grow as a disciple of Jesus.
4. Be open to direction from overseers. Including but not limited to peers, Trustees and leaders within the church.
5. Be able to work with a variety of people, be approachable and choose to see the best in others.

Competencies

A strong personal faith and relationship with Jesus is essential to all elements of this role.

The successful candidate should be:

1. A strategic, energetic and inspirational leader.
2. Experienced in vision setting, inspiring others, growing Kingdom Values and handing it over to new leaders.
3. Experienced in identifying, recruiting, training/equipping, monitoring and growing other leaders.
4. A knowledge and understanding of the full breadth of the Bible.
5. A gifted communicator of the Gospel and be experienced and skilled in preaching, teaching at a congregational level, facilitating ministry and comfortable in ministering in the power of the Holy Spirit.
6. Experienced practically in pastoring others either in a small group or whole church context.
7. Experienced in Church leadership (ideally Vineyard) either in a paid or voluntary capacity.
8. Experienced in helping others grow in their faith - growing disciples who can reproduce their faith in others.
9. Committed to upholding VCUKI Statements of Faith and Core Values and keen to nurture BV's relationships with other local churches and the national movement.
10. Comfortable running the administration functions of a small office.

Terms and Conditions

1. **Occupational Requirement:** This post carries an Occupational Requirement on the grounds of religion and belief. Candidates applying must be able to demonstrate a Christian belief and value system in line with Vineyard Churches UK & Ireland Statement of Faith. <http://www.vineyardchurches.org.uk/resources/tools/statement-faith/>
2. **Contract Period:** This is a permanent position with a 6-month probationary period.
3. **Eligibility to Work in the UK:** The job holder must be able to provide evidence of their eligibility to work in the UK prior to appointment and for the entire duration of employment.
4. **DBS Clearance:** The job holder is required to obtain and maintain satisfactory DBS enhanced clearance for the entire duration of employment.

Next Steps

If you would like to apply for this job, please email a CV including 2 references and a covering letter explaining how your skills and experience fit the job description. References should be from a church leader and a professional.

Please contact Jacqui Crawley at: Seniorpastor@bristolvineyard.com

The closing date for applications is 16th March 2020.

Initial interviews are provisionally planned for April 2020.