

Assistant Pastor sought for September 2016

Calvary Evangelical Church Brighton is prayerfully seeking an assistant pastor from September 2016, to serve and train in that role for 3 years. We have the earnest hope and prayer that there will be sufficient development of the person, ministry and the relationship between the church and the appointee that he will stay on, in future, as lead teacher-elder. The current lead teacher-elder Philip Wells will be aged 67 by August 2019 and will be looking to hand over a significant portion of his workload by the end of that time.

Please send application letter (including C.V.) to philip@calvary-brighton.org.uk (cc frymail@ntlworld.com); the closing date is 31st January 2016.

The church is looking for someone who:

- already shows gifts as teacher-pastor-preacher: these gifts are to be developed over the 3 years
- has a God-given desire to see God glorified through local church gospel ministry
- has an aptitude for word ministry in “public” teaching-preaching
- has already received a significant amount of theological training – both systematic and biblical theology
- has already received a significant amount of training in word-ministry
- is capable of 1-1 word ministry, and supporting people pastorally
- is willing to learn and gain experience within a church context under the mentorship of the existing pastor-teacher and eldership team
- exhibits a stable and consistent godly character – in terms of personal walk with God, family life (if married), and attitude of character e.g. patience, kindness, faithfulness, humility
- has “person skills” i.e. ability to love people by getting alongside them, understanding, advising, supporting, counselling and admonishing
- has the ability to bring fresh ideas and thinking to contribute to constantly reforming the church and making, and taking, fresh opportunities for the gospel
- has willingness to learn the planning and administration involved in running and developing the church
- is capable of managing his time and tasks
- has an inclination towards hospitality
- appreciates that in a smaller church like ours an elder tends to cover various areas and be “jack of all trades” - teaching, organising, music, leading meetings, work with children, interacting with the community, students, elderly, internationals, etc. It would be foolish to expect any single individual to cover all areas – but a breadth of gifts would be welcome.
- feels a specific call to minister the gospel in a creative/arty/digital University city, with a prevailing non- (anti-?) Christian ethos, and many unseen needs.
- would not be content unless the gospel is being actively sent out and brought to engage with the neighbourhood and the various populations of the city (e.g. students, internationals, locals), as God opens the doors
- is fully convinced of the general ministry style and basic theological position of Calvary Church - in shorthand: evangelical, Reformed, baptistic, Bible-centred /word-ministry.
- may well have had some experience of how churches change as they grow – in particular how churches expand ministry by church planting. At the time of writing

the main church hall is sometimes not far from its current seating capacity. (Average morning congregations of 60 to 70 with seating capacity of 90 to 100 max). The options for expansion on the site are very limited, and the “small church” ethos is very important to us. This means that the issue of church planting or similar growth strategy will – by God’s grace - need to be actively considered and actioned over the next 5 years. Experience of “best practice”, and/or well grounded thinking, and/or ability to research and inform us of church strategy in these matters would be most valuable.

Assistant Pastor's wife and family

If the man is married -

- he should set a good example as a husband and (if there are children) a father. This will involve taking time to look after his family i.e. **not** spending all his time in “the Lord's work” to the detriment of the family
- his wife should have a godly character, be supportive of her husband's ministry and be able to support and counsel other women in proportion to her gifts and opportunities
- it is important that his wife, too, should feel at home in the church, and be blessed and be a blessing in the fellowship.
- it is not stipulated whether the wife should or should not have secular employment. There is no “ex-officio” role as “Pastor's wife”.
- Home-schooling – it is not stipulated what view the family would take on this. We can point out that some church members are committed to home-schooling while other church members have made long-lasting contacts in the neighbourhood through children's state schools.

Future -

It is envisaged that this 3 year period will be

- a time of training and gaining experience
- a time when the existing pastor-teacher “ramps down”, and the assistant pastor will “ramp up”

It should be noted that there is currently no fixed time for the current pastor-teacher-leader to step down completely

it is definitely intended that the Assistant Pastor should move into the role of lead-teacher-elder / lead pastor in the foreseeable future. This is seen by the church as a crucial move forward in the church's life and is currently the subject of ongoing prayer. Under God's leading this would depend on

- the church sensing and confirming that the appointee is the right man to lead the church forward in years to come
- the appointee being confident that the Lord is sending him into this situation on a medium- or long-term basis
- all parties keeping this process on course as the relationship progresses and definitely before the three year period comes to an end. A careful review and assessment should be made at, or before, the end of year 1, and year 2. We are aware that things do not always turn out the way we plan, so we need to manage this process with great care and much prayer, in dependence on the Lord.

Financial offer and accommodation

- funding is being raised for a sum of £26,000 per year, for 3 years* starting September 2016, notionally allocated as £11,500 per annum salary and £14,500 for the church to rent a 2 bedroom flat in the area local to the church
**there is no provision for an increase of remuneration during this period*
- additionally, financial allowance will be made for:
 - attendance at conferences/seminars considered appropriate for the role
 - travel and accommodation expenses necessarily incurred in undertaking the role
 - purchase of books or equivalent media
- further details of holiday and time away etc. will be agreed in “Terms and Conditions”

This appointment is seen to be key to the future development of the church and is approached with considerable trepidation, seriousness and prayer – looking to God to guide and provide as he promises to do.

P.W. 28.8.2015

CSF 28.11.2015

PW 13/10/15, 31/10/15, 4/12/15

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