

Assistant Pastor sought for 2018

An exciting opportunity in a growing gospel church engaged in the local community at the heart of a creative and diverse university City.

Calvary Evangelical Church Brighton (CECB) is prayerfully seeking to take on an Assistant Pastor in 2018, to serve and train in that role for 3 years. The current lead teacher-elder Philip Wells will be aged 69 by August 2021 and will be looking to hand over a significant portion of his workload by the end of that time.

At the time of writing the congregation has grown so that the main church hall is sometimes near full. (Average morning congregations of 70+ with seating capacity of 90 to 100 max). The options for expansion on the site are severely limited, and the personal and relational “small church” ethos is very important to us. This means that the issue of church planting/revitalisation or similar growth strategy will – by God’s grace - need to be actively considered and actioned soon.

Applications

Please send application letter (including CV) and a completed copy of the modified Pastor’s Network Application Form (downloadable <http://www.calvary-brighton.org.uk/pn-application-form/>) to philip@calvary-brighton.org.uk (cc frymail@ntlworld.com) by **November 18th 2017**. Late applications will only be considered if they are very strong.

The application letter should state how you believe your convictions, gifts, experience and vision fit you for this particular situation.

Please read the Church Profile document (<http://www.calvary-brighton.org.uk/calvary-evangelical-church-profile-005>) and this Job Profile carefully. Visit the church’ website (www.calvary-brighton-org.uk) and listen to some of the recorded Sunday messages.

N.B. Other Church documents (e.g. church manual) are currently under review, but copies of recent drafts will be sent on request.

Essential criteria

a. the applicant must be eligible for employment in the UK

This post is “employment for the purposes of organised religion” in the terms of the Equality Act 2010. Calvary Evangelical Church, as the employer, complies with

- the doctrines and principles of Biblical Evangelical and Reformed Christianity as taught within CECB
- the statements in the church manual and constitution
- the doctrinal and ethical position of the Fellowship of Independent Evangelical Churches (FIEC) to which we fully subscribe.

Thus, adherence to the following is essential for consideration for the post:

b. there is an occupational requirement for the post-holder to be a committed evangelical Christian. There are further conditions as to doctrinal and ethical convictions in sections below.

c. as a result of the theological position of the church that the office of Elder is open only to

males, the applicant must be a man

d. the applicant must not be transgender

e. the applicant must not be married to, or in a civil partnership with, someone of the same sex

f. the applicant must be fully in agreement with the FIEC doctrinal and ethical position on same-sex, and transgender issues e.g., regarding same-sex marriage.

Detailed criteria (in no particular order)

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 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 – in 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/ 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
- feels a specific call to minister the gospel in a creative/arty/digital/cosmopolitan 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 of different social groups), as God opens the doors
- is fully convinced of the general ministry style and basic theological position of CECB - in shorthand: evangelical, Reformed*, baptistic, Bible-centred /word-ministry. (* reflected in the teachings commonly known as the Doctrines of Grace)
- will have had some experience of how churches change as they grow – in particular how churches expand ministry by church planting or revitalisation. Experience of “best practice”, and well-grounded thinking, and/or ability to research and inform church strategy in these matters will be looked for
- 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, working 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.

Assistant Pastor's personal relationships, wife and family

If the man is single -

- he should model good wholesome relationships with men and women – both older and younger than himself (1 Timothy 5:1,2)
- he should not be in an extra-marital sexual or marriage-like relationship with another man or woman

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 should take on this. We can point out that some church members are committed to home-schooling while other church members are committed to state-sponsored education.

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 from the Eldership team.

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. The church is committed to the principle of plurality of elders within which there is flexibility - **and the successful candidate should not feel that he will be either stifled nor unsupported as he moves into a more prominent role.**

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.

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

Financial offer and accommodation

- funding has already been raised for a stipend in the region of £28,000 per year for 3 years starting 2018, notionally allocated as £14,000 per annum salary and £14,000 per annum for the church to rent a suitable flat in the area local to the church

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

Details of holiday and time away etc. will be agreed in “Terms and Conditions”

Appointment Process

Upon receipt of applications the church elders will review all submitted material and, following clarification via correspondence with the candidates, as necessary, develop a short-list of candidates based on apparent ‘best fit’ to the criteria given above and appropriateness for the church’ ethos, current requirements and future vision.

References for the candidates on this short list will be taken up, typically via telephone/Skype or face to face conversation. Following this, the church elders will determine which applications to take forward involving, probably, visiting the candidates in their home environment and offering invitation for them to visit the church and its setting and meet church members, especially on a Sunday.

After further discussions potential candidates will be invited to speak both formally and informally at the church. If, at this point, the church elders are minded to make recommendation to the church this will be undertaken firstly via the Elders and Deacons meeting followed by a Church Members Meeting. In all these forums overwhelming support will be sought and required.

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.