



EMMANUEL
COMMUNITY CHURCH

Lead Pastor Application Pack

Dear Applicant,

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

Emmanuel Community Church is an independent evangelical church (a member of the Fellowship of Independent Evangelical Churches, or FIEC) which serves Stockport and South 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 across two communities.

Following a period of significant numerical growth, and the appointment of an Evangelist, we are now pursuing opportunities that have arisen in both the communities in which we reside. These include the possible acquisition of additional premises to form a “community cafe”, and the re-establishing and growing of a congregation at our Heaton Moor site.

We are now seeking to appoint a mature and experienced Lead Pastor, with gifts in pastoral care and exegetical preaching, who has a heart for his congregation.

The candidate must agree with the FIEC statement of faith and Emmanuel’s *Church Doctrine, Values and Cultural Issues* paper, which is included in this job pack. The right candidate will be skilled in preaching and in wise pastoral care of a diverse flock.

If you have relevant experience, are motivated to pastor, preach and reach the lost with 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. Person 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.

If you have questions concerning the post then please contact us by email at 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

1. Church Background

Our History

Heaton Moor Evangelical Church (HMEC) was formed in 1969 to provide a gospel ministry to the four Heaton (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 Heaton for a number of years. In 2015 the elders led the Church to new premises at Houldsworth Mill in the adjoining area of Reddish (previously Heaton 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 Houldsworth Mill, and have run midweek community ministries at both sites. The church has grown in recent years to a congregational size of approximately 170, including 100 members.

Our Structure

We are in the application process to become a Charitable Incorporated Organisation (CIO). Our leadership structure is comprised of:

- a plural paid and lay eldership;
- trustees responsible for the charitable operations of the church;
- a diaconate responsible for organisational and ministry spheres, and;
- a staff team.

The Lead Pastor, alongside the other elders and trustees, will be instrumental in recommending to the church the future use of its budget and will oversee other paid roles in the church. We currently employ an Evangelist, a Families Worker, a Women's Worker and an Administrator. In the past we have also employed a Youth and Children's Worker and a Trainee Pastor.

Our Beliefs

We are Reformed in our doctrinal understanding, emphasising both human 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. As a member of the FIEC, we subscribe to its doctrinal basis and have a male eldership.

We want to show how the Christian faith is 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 hold to a *'Church Doctrine, Values and Cultural Issues'* paper as the basis for our leadership of Emmanuel Community Church. We expect our Lead 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 founding vision of HMEC:

'Know God and make Him known'

Our desire is to see God-given transformation in our lives and in the communities which we serve.

Our Mission

We long to see a mature and developing church growing in the knowledge and love of God the Father, shown through Jesus Christ, conveyed by the Holy Spirit. We believe that God visits us in our brokenness and sin, bringing light and life through the good news of Jesus. We long to see new birth within our families and communities.

We seek to be faithful and generous in mission, both local and global, and support and encourage a wide range of mission partners. 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 across the five Heatons. Across both our communities we currently run groups for new parents, toddlers, youth and children and older people. We host regular community fun days and evangelistic events. We are in the process of setting up a 'Warm Bank' over Winter 2022/23 to serve our community in Reddish.

2. Job Description

Job Title	Lead Pastor
Location	Houldsworth Mill Reddish and 55 Green Lane, Heaton Moor, Stockport
Salary	I.R.O. £36-£40k + pension + reasonable relocation package
Hours of work	40 hours per week
Holidays	25 days per annum, plus statutory bank holidays. An additional 5 days leave will be awarded following completion of 5 years' continuous service
Responsible to	Elders and trustees
Contract	Permanent
Period of notice	3 months
Probation period	6 months

The role will be full time. The Lead Pastor will form part of the plural eldership of the church, and the trusteeship.

The role will include:

a) Being the primary preacher

The Lead Pastor will lead the preaching at Emmanuel Community Church through an expository preaching ministry. We expect the pastor to be responsible for setting the teaching programme and providing approximately two thirds of the regular Sunday morning preaching at the church.

b) Having a deep concern and pastoral care for the flock

The Lead Pastor will be skilled at showing God's character and love throughout his preaching, pointing the flock towards Him and His salvation plan. The Lead Pastor will take care to know His flock, their griefs and joys, their needs and concerns. Working alongside the other ministries within the church and in conjunction with the other elders, deacons and home group leaders, the Lead Pastor will provide pastoral support for the church family. Amongst other outworkings, this will include regularly meeting with members of our church family for pastoral counsel and prayer.

c) With the other elders, developing pathways of training and development for church members

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.

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.

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

d) Alongside the elders and managing deacons, supervising and managing staff

We currently have a number of paid employees who support the ministries of the church, and may seek to recruit others. Future roles may include a youth worker, a trainee pastor and a manager for the community centre. The Lead Pastor will be responsible for the day-to-day management and mentoring of the staff team including undertaking regular appraisals in conjunction with the eldership.

e) Working with the Evangelist to promote both global and local mission

The Lead Pastor will work alongside the Evangelist, who oversees the church mission of bringing the life-transforming message of the Gospel to the global and local communities in which we serve. The Lead Pastor will be expected to, alongside the Evangelist and Global Vision Deacon, promote both local and global mission. We currently support diverse ministries in Papua New Guinea, Myanmar, France and Kenya, amongst others. Our desire is to be a prayerful and financially supportive church, and to make supportive mission trips on a regular basis.

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 Lead Pastor to advise and support the Evangelist in 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.

3. 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 recognised gifts in preaching;
- is skilled in pastoral wisdom and care for the flock;
- is able to lead and relate well to a diverse range of people;
- has a desire to see the lost reached for Christ;
- is willing and able to work in a team ministry environment, as well as having the initiative to work independently where appropriate;
- agrees 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 experience in ministering in a multi-congregation church

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.

4. Questions for Applicants

(250 words max per question)

1. Describe what you believe are the 5 most important characteristics of a pastor. Explain why you have chosen these and place them in your order of priority.
2. Tell us why you believe you are the right person for this post.
3. How would you describe yourself theologically?
4. What support and mechanisms do you / would you have in place to avoid burn-out?
5. How do you maintain a close relationship with the Lord?
6. What type of church are you looking to pastor?
7. In what ways should a pastor show pastoral care for his congregation?
8. What is the gospel and how have you shared it with someone?
9. What Christian books, speakers or activities have been most influential in the development of your spiritual life?
10. What experience or knowledge do you have of ministering in a multi-congregation context?
11. How would you structure a growing church to ensure that individuals remain connected to, valued, pastored and disciplined within the wider church?