

Lead Pastor

Role Specification

This job description outlines the key accountabilities of, and output required from, the post holder. It is not a definitive list and the role may well change and evolve over time.

Reports to: Chair of Trustees of The Light Church Bradford Trust

Hours: 37.5 hours per week, to be worked flexibly throughout the week, ideally with two days per week taken off and hours worked on a Sunday to be counted within these 37.5.

Starting salary: salary range £27,500 - £35,000 which will be set largely dependent on experience and track record

Other Benefits:

- Holiday – 5 weeks per year (Jan – Dec) plus bank holidays (pro rata)
- Pension – 5% pension contribution (currently under review, likely to increase)

Context of the job:

The Light Church is a growing outreaching congregation of believers who are seeking to live out the challenge from Jesus to Love God and Love People within the communities in and surrounding Bradford city centre.

We are looking for someone to bring point leadership to the church, who will work with the team of elders and the staff team to provide, leadership, vision and strength to the life of the church.

Whilst we have attempted to define the role, we understand that the successful individual will have callings and giftings such that some areas will be a bigger part of their role and others smaller.

Main purpose of the job is:

- To cast vision for the direction, growth and sustainability of the Church.
- Regular preaching and teaching
- To disciple, train and empower leaders and church members.
- Oversee pastoral care
- Lead elders team/leadership team and be responsible for raising up new elders/leaders
- Inspire the church to live radically for Christ
- Provide oversight and leadership to the various elements of church life – Up, In & Out
- Lead the staff team, providing direct line management to some if not all

To take on this exciting challenge you will:

- Have a very strong personal faith in Jesus Christ
- Have significant leadership experience and gifting
- Believe in collaborative leadership
- Have an authentic pastoral heart for people
- Be secure and confident as an individual
- Be a good to excellent communicator
- Be organised and able to inspire and direct others
- Be committed to your own professional development and reflection on practice
- Be a good cultural fit for the Light Church

Measurable Outputs:

We know that Kingdom success isn't just about growth and numbers, however the following measurable outputs are areas that we would ideally like to see growing and improving over the long term through the process of appointing a lead pastor. Any sense of setting targets around any of this will be the responsibility of the right candidate.

- Numbers / proportion of congregation engaged in active service
- Numbers of people engaged in church at all levels
- Numbers of people being baptised, especially new believers
- Numbers/proportion of people financially committed to the church
- Numbers of younger leaders being released into ministry
- Numbers of people from working class or backgrounds being released into ministry
- Maintain or exceed current success levels on the church survey

For further information or to request an application form please contact
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Prepared by: The Eldership, Oct 2014