



# Staff Pastor - Job Description

Type: Permanent

Hours: Full-time

Location: Streatham, London SW16

Salary: Package will vary according to seniority, experience and level of training - includes manse or accommodation allowance and personal allowance for ministry expenses.

Posting date: 15th February 2024

Closing date: 15th April 2024

## *Staff Pastor to support the growth of a diverse, maturing church plant*

### Introduction - About our church and the need

[Streatham Central Church](#) (SCC) is a small but rapidly growing, local evangelical church, planted through the [Co-Mission network](#) and part of the FIEC and the Evangelical Alliance.

Jesus said He would build local communities which would be a picture of his life-transforming Good News to a watching world. We are a picture of that Good News, not because we are 'sorted' but because we have experienced forgiveness through Jesus' death and resurrection and we ask Him to transform us bit by bit so that people in Streatham get to see how wonderful He is.

Our church will see its 10th birthday this November! And it's an exciting time now as the church has grown into a multicultural community of around 90 adults and 40 children & youth, with an increasing diversity of care and discipleship needs and ministry opportunities. In this growth the church is transitioning and in some ways 'growing up' from life as a smaller church plant to life as a larger more established church, needing greater staff capacity and changes to the balance of giftings and the organisation of ministries. And so we are seeking an additional Staff Pastor to join alongside the existing part-time founding Staff Pastor and help ensure that in this growth the whole church family are effectively disciplined and cared for, and all ministries effectively overseen.

Streatham Central has a relatively low turnover of members for a London church, because many people with young families have settled in this zone 3, Lambeth area and stayed. This has created

a deep family feel which has extended to include other demographics including those born and bred in the local area, people from around the globe seeking asylum, and young professionals.

Our church family gathers every Sunday in a local primary school and we encourage as many as possible to be part of our Home Church programme where small communities form more intimate families that gather to study the bible and support and pray for one another through the week.

Please take a look through our [church vision](#) on our website (and explored more fully in this [sermon series](#)) to understand what makes us tick and how we view the life and purpose of the church - we want to be *“shamelessly pursuing fullness of life in Christ, in Streatham”*, by being ‘shameless’ in *worship, in community and in mission.*

### **Staff Pastor Role**

All Elders of our church are ‘pastors’ responsible for shepherding the flock, but in this team some pastors are *set apart as staff* creating capacity to invest more deeply in the work as a ‘Staff Pastor’.

The staff team at SCC currently includes two main part-time leadership roles - the founding Staff Pastor and a Minister of Operations, three other part-time ministry support roles covering childrens, youth and outreach, two non-staff elders, and ad-hoc/freelance admin’ support.

As we grow there has become great strain on the part-time leadership team who see that they cannot provide either all the capacity or all the gifts needed for the next season of life at SCC.

### **Person Specification**

In this exciting and challenging season we are seeking a staff pastor to join us who ideally has:

- Maturity in ministry from previous experience as a pastor (*you may for example have led a small church or related ministry, or served as an assistant or associate pastor*)
- Determination to navigate key tensions that show God’s glory in the church - e.g. maintaining deep unity amidst diversity, and maintaining deep engagement with the bible as God’s word whilst also stewarding the Spirit’s work and helping the church depend on His power.
- A pastoral heart with love for people of all nations, and backgrounds - able to model attentiveness to individuals’ personal care and discipleship needs across a diverse body
- Passion and gifting to develop, structure and oversee a range of ministries that equip the church to make disciples of all nations thinking both strategically and practically about how to grow and nurture these ministries.
- Ability to preach and teach well in a team alongside other elders, however this person need not view preaching as their primary gifting and ministry.
- Potential capability to manage a church staff team as the role develops - likely to have proven ability in management or team leadership in a secular or church context, with good planning and personal skills, and ability to seek out the best use of gifts / resources to achieve a goal.

They will hold responsibility across the following areas in proportion to their gifting and experience:

1. *Biblical teaching* and equipping of others to teach, in a variety of contexts – in sunday sermons, the mid-week Home Church (small group) programme, and other ministries.
2. *Persona care* - overseeing the provision of appropriate personal care for all congregational members, but especially helping the church body respond to those in particular need.
3. *Discipleship* - Training and equipping members to be whole-life disciples who make disciples of others - both discipleship of individuals and oversight of discipleship ministries.
4. *Mission* - With the other pastors, directing and leading the church's approach for engagement with and evangelism to the local community and wider world.
5. *Management* - Directing many areas of the day to day running of the church, including discipling and line managing some members of church staff and/or volunteers.
6. *Planning* - With staff, non-staff elders and trustees, setting and reviewing the overall vision, strategy, plans and financial management of the church.

### Other requirements

- A personal relationship with Jesus, and evidence of a deepening of your relationship with God through personal prayer and Bible study.
- The nature and context of this role means that there is an occupational requirement for the successful applicant to be a Christian who is in agreement with our [statement of faith](#).
- Godly character to qualify for service as an Elder in line with 1 Timothy 3:1-7 / Titus 1:6–9
- Willingness to join with our church family as a member and to accept the responsibilities of serving as an Elder of the church, and likely also as a Trustee of its charitable organisation.
- Willingness to work outside normal office hours for example some evenings or weekends, but organisation of your diary to take adequate rest and properly serve your family.
- Self-motivation and ability to manage their own workload, organising projects and personal administration as needed.
- Subject to an enhanced DBS check
- Two satisfactory references required

### Theological distinctives

Theologically we think that in applying you should be aware that we are:

- *Complementarian*: We believe that whilst men and women both minister before God and are equally vital to God's plans for the growth of His kingdom, God has directed that the Elders/Pastors of a church should be men, who serve as fathers to the church family.
- *Baptist*: We believe in and practise the baptism of believers as they obey and identify with Jesus as their Lord (but still welcome those baptised as infants into church membership).
- *Continuationist*: We believe that the gracious gifts of the Holy Spirit to His church have not ceased (although some are to be sought more than others) but are active to equip and empower God's church to display his glory as he builds us into his dwelling place.

We may also wish to discuss your views on certain other theological distinctives of our church family and teaching that we hold but which we do not feel necessary to highlight here.

### **Flexibility to Suit the Individual**

The role is flexible to suit the individual - Whilst we envisage full time service will best meet the need we will consider part time applications or combination of the role with part time ministry training. And we expect the successful candidate to mould this job description further in discussion with us.

### **Key Employment Benefits**

- Salary package, including manse and personal allowance for ministry expenses.
- A generous pension provision
- 6 weeks holiday per year, including UK Bank Holidays
- Training via funded attendance at conferences
- Personal 1-1 mentoring, as appropriate to your experience / development interests

### **Application process**

By 15th April 2024: Deadline to complete the application form and submit 2 references

April 2024: 1st round interviews

May 2024: 2nd round face-to-face interviews

1st September 2024: Employment start date

You can access the application form here: <https://forms.gle/gTKqrWF6zZc5soKVA>

We strongly encourage you to visit our church family informally during the application process prior to interview to understand our context, and may request you visit us more formally if shortlisted.

### **Got questions?**

If you would like to ask questions about our church, the role, or the application process please contact [penny@streathamchurch.com](mailto:penny@streathamchurch.com) who will answer directly or connect you with a church elder.