

## Person and Job profiles: Senior Minister

**Emmanuel Church** has grown in recent years into a family-based, community-minded, Christ-magnifying fellowship.

**Our vision** is to be a Christ-centered missional community, loving people and transforming lives.

**Our passion** is for Emmanuel to be a place where people of all ages BELONG as family, ENCOUNTER the living God, GROW in faith and love, and GO in mission.

**We are looking for a Senior Minister** who shares our vision and is excited by who we are. Someone who believes passionately in the shared calling of all believers to minister to one another, the power of the small groups, and who wants to play a key role in leading, developing, inspiring, and guiding us as a church that equips believers of all ages to grow and serve in their gifting. Emmanuel's new Senior Leader will help us to develop more organic ways of caring for and pastoring one another and to make disciples who make disciples.

## Person Specification: Senior Minister

### 1. Spiritual Vitality & Calling (Essential)

- **Theological Alignment:** Full personal agreement with Emmanuel's statement of faith and accompanying position papers. In line with our doctrine the Senior Minister will be male.
- **Deep-Rooted Faith:** A born-again, Spirit-filled believer with a passionate relationship with God, a mature prayer life, and a clear commitment to the authority of Scripture.
- **Sense of Assignment:** A discernible calling to the local community and a heart to champion the specific mission of Emmanuel Church.
- **Spiritual Leadership:** A practice of seeking the Holy Spirit's guidance for both strategic decisions and personal conduct; able to apply the Gospel to current cultural challenges with discernment.

### 2. Character & Values (Essential)

- **Integrity & Humility:** A leader of integrity who values authenticity in both private and public life. Someone who has the honesty and courage to "own" mistakes and can also view "failure" as an opportunity for growth and learning.
- **Resilient Leadership:** A secure leader and encourager who is not driven by "people-pleasing"; able to maintain healthy boundaries and remain a steady presence under pressure.
- **Pastoral Wisdom:** Possesses the common sense and theological maturity to navigate complex situations with grace, distinguishing between core and secondary areas.
- **Relatable Character:** A personable individual with a healthy sense of humour, possessing the emotional stamina to lead the congregation through seasons of both growth and challenge.

### 3. Vision & Missional Leadership (Essential)

- **Developing Church Culture:** The ability to honour Emmanuel's existing heritage and DNA while identifying and developing the "next season" of its growth.
- **Planning & Implementation:** A proven ability to translate vision into clear, actionable plans that the congregation can understand and take ownership of.
- **Collaborative Mission:** A kingdom-minded approach that builds partnerships with other churches and local agencies; willing to try new initiatives to see the Kingdom expand.
- **Community Engagement:** Evidence of leading a church into meaningful, practical service that impacts the local and wider community.

### 4. Equipping & Empowering (Essential)

- **Relational Approach:** One who genuinely loves people, invests in relationships, and is at ease engaging with all age groups.
- **Equipping the Church:** Committed to the Ephesians 4 model of encouraging the spiritual gifts of the whole body; continuing to move the church toward an "every-member-ministry" model.
- **Team Leadership:** Experience in leading staff and volunteers collaboratively and with a servant heart providing support and clear accountability within a team-based environment.
- **Mentoring:** A specific focus on identifying and supporting the next generation of leaders and disciple-makers.

### 5. Skills, Experience & Training (Essential)

- **Ministry Experience:** Evidence of relevant theological training and/or significant ministry leadership experience
- **Preaching & Teaching:** An effective communicator who bridges the gap between biblical truth and modern life with clarity, power, and relevance.
- **Organisation:** Well-organised and able to plan and prioritise work effectively, managing both time and resources with excellence.
- **Safeguarding:** A proactive commitment to a robust Safeguarding culture, ensuring the safety and well-being of all children and vulnerable adults in accordance with legal requirements. The successful applicant will be required to undergo a satisfactory Enhanced DBS check.

### 6. Desirable

- **Church Growth:** Experience in leading church growth or church planting.
- **Digital Skills:** Proficient in using digital tools and communication platforms for administration and modern engagement, or a proven willingness to learn.
- **Cross-Cultural Reach:** Experience in engaging with people across diverse ethnic and socio-economic boundaries.

- **Other roles available:** As we are expanding our ministry team there is an additional vacancy of associate minister which may suit a couple who are wishing to serve together on team.

## **Occupational Requirements**

- As it is the responsibility of the Senior Leader to model Christian discipleship, contribute to the development and delivery of the church's vision and represent the church's Christian ethos, it is a genuine occupational requirement (Equality Act 2010, Schedule 9) that the role is held by a practicing Christian committed to the beliefs, values, and mission of the church.
- The successful candidate must be willing to relocate to Fleetwood to be part of the community here (some relocation expenses will be covered) and either be a British Citizen or have Settled Status and have the legal right to work in the U.K. The church is very unlikely to offer visa sponsorship for this role.
- Applicants must be able to affirm and live within the church's doctrinal convictions; including our understanding of **male** senior leadership.
- Applicants must be able to meet the travel requirements of the role, which should include holding a full, valid UK driving license and access to a car.

## Job Description: Senior Minister

### Overview: Five Key Roles

This table provides a strategic map of the Senior Minister's primary spheres of influence.

Role	Primary Strategic Goal	The Equipping Focus
<b>The Visionary Leader</b>	To lead Emmanuel into its "next season" of spiritual growth.	Collaborating with the Leadership Team to discern and implement the vision.
<b>The Teacher</b>	To nourish the church with Christ-magnifying, biblical teaching.	Identifying and mentoring the next generation of leaders and teachers.
<b>The Shepherd</b>	To ensure every member is cared for and nurtured towards spiritual maturity	Equipping the Life Group network as an organic place for discipleship pastoral care and mission.
<b>The Pioneer</b>	To expand the church's outreach into the community.	Encouraging the congregation to share their faith and serve their community.
<b>The Steward</b>	To ensure the church is healthy and professionally led.	Championing a culture of safety and investing in the staff team.

### Detailed Responsibilities

#### 1. Visionary Leadership

- **Discernment:** Seek the Holy Spirit's guidance to discern the "next season" for Emmanuel, working collaboratively with the Leadership Team (LT) to cascade and implement the strategic direction.
- **Theological Oversight:** Act as the primary guardian of the church's theological health, ensuring all ministry remains biblically grounded and aligned with Emmanuel's statement of faith.

- **Culture Setting:** Champion a culture of prayer, spiritual vitality, and authenticity, leading the congregation by example in seeking a deeper life in Christ.

## 2. The Teacher

- **Senior Teacher:** Serve as a primary communicator, delivering high-impact teaching that bridges biblical truth with modern life application.
- **Nurturing Gifting:** Proactively mentor and develop the leading, preaching and teaching gifts of others within the fellowship.
- **Worship Culture:** Champion a worship culture that desires a real encounter with Jesus and remains expectant of the Holy Spirit's work to magnify Christ.

## 3. The Shepherd

- **Empowering Others:** Lead the shift toward an "Every-Member-Ministry" model, ensuring structures exist to identify, train, and release members to serve one another in their spiritual gifts.
- **Life Group Health:** Provide strategic direction for Life Groups, ensuring they remain the natural environment for discipleship, organic pastoral care, and community life.
- **Family Ethos:** Nurture leadership that encourages and equips ministry for Children, Youth, Families and Single Adults
- **Pastoral Oversight:** Continue to develop a shared approach to pastoral care, ensuring the congregation is supported while providing wisdom in complex situations.

## 4. The Pioneer

- **Community Engagement:** Build meaningful relationships within the wider community and with like-minded churches in Fleetwood.
- **Evangelistic Outreach:** Encourage a shared evangelistic heartbeat within the church, so that outreach is a natural "overflow" of church life. Explore creative opportunities to serve not only our local community but lead the church in adding an overseas aspect to our missional outreach.

## 5. The Steward

- **Investing in Team:** Provide "servant-hearted" leadership to church staff and key volunteers, offering accountability and mentoring.
- **Resourcing the Vision:** Partner with the Church Council to ensure that all church assets - finances, physical buildings, communication and management systems are intentionally prioritised and managed to serve and support the vision.
- **Culture of Integrity:** Promote a proactive and robust safeguarding culture, ensuring that safety and legal compliance remain a shared priority for the whole church.

## **Accountability and Relationships**

**Reports to:** Designated member of Trustee Board (Chair)

**Works closely with:** Church Leadership Team, Staff Team, Ministry Leaders.

**Line manages:** Associate Ministers and other employees

## **We offer**

A welcoming, prayerful church family committed to spiritual growth, mission and full of exciting opportunities. A vibrant growing community, with a great mix of new and established Christians of differing backgrounds. The opportunity to lead us deeper in God and wider in mission. The joy of working with messy lives and people in process and those with the heart and gifts to serve them.

**Hours:** Full-time, 5 days a week to include Sundays. Dedicated office on church premises, laptop and mobile phone. It is expected the Senior Minister will work primarily from the church office but there is flexibility due to the nature of the role.

**Leave:** 25 days of annual leave, plus allowance for 8 bank holidays

**Salary:** Competitive salary of £42,000 per annum and pension contributions.

**Pension:** Enrollment in the church's staff pension scheme (People's pension) with matched contribution

**Professional Development:** We offer a 3 month paid sabbatical every 7 years. Regular monthly time for retreats, study, and conferences.

**Contract:** Permanent contract subject to a four-month probation period and satisfactory enhanced DBS check.

**Location:** Emmanuel Church, Fleetwood