

Emmanuel Church

Ministry Team Profile & Applicant Information Pack

1. Vision & Church Profile

Emmanuel Church has grown in recent years into a family-based, community-minded, Christ-magnifying fellowship. We are a welcoming, prayerful, and growing church with a rich mix of new and established Christians. We offer the joy of leading us deeper in God and wider in mission, working alongside dedicated people with a heart to serve messy lives and people in process. Our vision is to be a Christ-centred missional community, loving people, transforming lives. Our desire is to be a church where people of all ages:

- **BELONG** as family
- **ENCOUNTER** the living God
- **GROW** in faith and love
- **GO** in mission

We believe the Bible is God's authoritative Word and the foundation for all that we believe, teach, and practice. At the same time, we believe God continues to work powerfully through the ministry of the Holy Spirit today. We long to be a church where people genuinely encounter God's presence through biblical worship, prayer, faithful preaching, loving community, and the wise and gracious exercise of spiritual gifts (including supernatural) for the building up of His Church.

We believe passionately in the shared calling of all believers to minister to one another, the power of small groups and cultivating organic ways of caring for and pastoring one another to make disciples of Jesus.

To serve, shape, and further develop this vision, we are looking to build a complementary ministry team rather than expecting a single leader to carry every gift.

2. Shared Leadership & Transition Context

Team-Led, Shepherd-Guided

We believe biblical leadership is team-based and collaborative (Ephesians 4:11–12, 1 Corinthians 12). Emmanuel is currently led by a core Leadership Team made up of staff and volunteer team members.

Emmanuel is preparing for transition as key staff retire over the next 12 months. We are therefore intentionally reshaping and strengthening our leadership structure. Alongside the appointment of a Senior Minister (£42,000) and an Associate Minister (£35,000), our intention is to also incorporate a further part-time associate minister to support the church's growing needs.

The Senior Minister will guide the Leadership Team, discerning spiritual direction, upholding doctrine, and guiding the overall life of the church. The team leads through nurturing unity, seeking God's guidance together and encouraging each leader and congregation member to flourish in their unique area of ministry.

3. Role Pathways

Role 1: Senior Minister – Shepherd-Leader (£42,000)

- **Pastoral & Teaching Oversight:** Serves as primary shepherd and teacher, nurturing the church family through biblical preaching and pastoral care, training and mentoring new and existing leaders and fostering organic mutual care across the congregation.
- **Equipping the Saints:** Encourages believers to discover their spiritual gifts and proactively builds a church culture that equips believers of all ages to grow and serve one another.
- **Team Leadership: Leads** the Leadership Team, taking overall responsibility for spiritual oversight, doctrinal integrity, and ministry alignment.

- **Complementary Ministry Leadership:** In addition to these core responsibilities, the Senior Minister will normally provide leadership in one or more ministry priorities according to their gifts, calling and experience.

Role 2: Associate Minister – Complementary Role (£35,000)

- **Complementary Leadership Focus:** Strengthens the ministry team by spearheading significant leadership for one or more of our ministry priorities (see section 4), complementing the gifts and focus of the Senior Minister and wider Leadership Team.

4. Ministry Priorities

These ministry priorities describe the key areas of ministry that the church needs to develop in order to address our six priorities (Church Profile, section 4, 'where are we going'). We recognise that no one person will be gifted or experienced across every area. The precise responsibilities of each Minister will be shaped around their gifts, calling, and experience alongside the needs of the church and the complementary strengths and gifting of the wider Leadership Team. Applicants would be required to identify which ministry priorities they are particularly gifted in and called to lead in the application form.

1. **Community Life, Life Groups & Missional Communities:** Developing a relational, disciple-making and mission-focused church culture. Developing, supporting and equipping Life Group leaders, helping groups become places of belonging, discipleship, exercising and growing in spiritual gifts, mutual care and local mission. (*Belong, Encounter, Grow, Go*)
2. **Pastoral Care, Visitation & Care Teams, Counselling & Wellbeing:** Developing and overseeing a holistic pastoral care strategy, including pastoral pathways and support for those with additional needs. Coordinating and equipping visiting teams and other practical care ministries. Developing appropriate counselling and support ministries, together with referral pathways as required. (*Belong, Encounter, Grow*)
3. **Mission, Community Engagement & Prayer Ministry:** Coordinating church-wide outreach initiatives, evangelistic courses, community projects and partnerships, while equipping the church for everyday mission. Cultivating a vibrant culture of prayer and overseeing prayer ministries across the church. (*Encounter & Go*)
4. **Children, Youth, Singles & Families:** Building discipleship pathways for all whilst developing and supporting leaders and volunteers (*Belong, Encounter, Grow, Go*).
5. **Worship Ministry & Gathered Worship Leadership:** Developing and supporting the church's worship ministry, including leading sung worship where gifted, equipping worship teams, and helping shape gathered worship in partnership with other worship leaders. Leading gathered church services in a way that helps people engage with God through worship, prayer, Scripture and biblical preaching, creating thoughtful opportunities for response to God's Word and the gracious leading of the Holy Spirit. Encouraging the biblical, orderly and discerning exercise of spiritual gifts in ways that build up the church, point people to Christ and reflect His character. (*Encounter, Grow*)
6. **Leadership Innovation & Ministry Development:** Identifying, equipping and mentoring emerging leaders, while developing volunteers and strengthening ministry teams across the church. Prayerfully identifying emerging opportunities for mission, discipleship and community engagement, initiating and developing new ministries where appropriate, and helping the church respond creatively and courageously to the leading of the Holy Spirit while remaining rooted in Scripture and Emmanuel's vision. (*Go, Grow, Encounter*)

5. Specific Requirements by Role

Area	Senior Minister (£42,000)	Associate Minister (£35,000)
Primary Calling	Shepherd-Leader	Complementary Ministry Leader
Gifting Profile	Strong in preaching, platform ministry, pastoring, spiritual discernment, pastoral wisdom, team building, and leader development.	A hands-on leader capable of guiding and overseeing key ministry areas in alignment with the Senior Minister, along with regular preaching and platform ministry.
Team Leadership	Proven ability to facilitate team discussions, foster unity, lead and guide staff/volunteers with wisdom.	Comfortable working collaboratively within a team under the guidance of the Senior Minister, while leading and developing teams within their own ministry areas.
Ministry Experience	Established experience in pastoral leadership, biblical preaching, and shared team leadership. Accredited theological training desirable.	Demonstrates fruitfulness in ministry. Accredited theological training desirable.
Gender Requirement	Male (in line with Emmanuel's doctrine and position statement).	Open to male or female candidates.

6. Person Specification (Shared Essentials)

Spiritual Vitality & Calling

- **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 strategic decisions and personal conduct; able to apply the Gospel to current cultural challenges with discernment.
- **Theological Alignment:** Full personal agreement with Emmanuel's statement of faith and accompanying position papers.

Character & Values

- **Christian Character:** Marked by humility, integrity, emotional maturity, teachability, and a servant's heart (1 Timothy 3 / Titus 1).
- **Collaborative Spirit:** A genuine delight in working alongside others, valuing diverse gifts, and believing passionately in the shared calling of all believers to minister to one another.

7. Leadership, Accountability and Terms

- **Our Shared Foundation:** The Statement of Faith and agreed Position Papers provide the theological and doctrinal framework for leadership. The Leadership Team and Trustee Board share responsibility for ensuring Emmanuel's life and ministry remain faithful to this agreed foundation within their distinct remits.
- **Senior Minister:** Primary pastoral and spiritual leader of Emmanuel, working closely with the Leadership Team, Associate Minister(s), staff and ministry leaders. Accountable formally to the Trustee Board through its Chair. The Senior Minister line manages the Associate Minister(s) and any other staff who report directly to him.
- **Associate Minister(s):** Serves on the Leadership Team with areas of responsibility and oversight that complement the Senior Minister and wider team.
- **Leadership Team:** Provides spiritual and strategic leadership working collaboratively to discern direction, priorities and ministry development within the church's agreed theological framework.
- **Trustee Board:** Carries legal, financial, and charitable governance, whilst also sharing responsibility for the spiritual health and integrity of the church. Ensures that the church's governance remains faithful to its agreed purposes and theological framework.

Terms & Conditions

- **Salary:** Senior Minister (£42,000 p.a.). Associate Minister (£35,000 p.a., job-share considered).
- **Hours:** Full-time (5 days per week including Sundays and occasional evenings). Flexible working arrangements within the 5 day framework to accommodate the relational nature of ministry and pastoral emergencies.
- **Location:** Dedicated office on church premises in Fleetwood.
- **Leave & Pension:** 25 days annual leave plus 8 bank holidays. Enrolment in the staff pension scheme (People's Pension) with matched contributions.
- **Professional Development:** Paid 3-month sabbatical every 7 years; dedicated monthly time for retreats, study, and conferences.
- **Contract:** Permanent, subject to a 4-month probation period and satisfactory enhanced DBS check.

Occupational & Role Requirements

- **Christian Ethos:** Under the Equality Act 2010 (Schedule 9), these roles carry a Genuine Occupational Requirement to be held by a practicing Christian committed to Emmanuel's beliefs, values, and mission.
- **Doctrinal Affirmation:** Applicants must affirm and live within the church's doctrinal convictions (including male senior leadership for the Senior Minister role).
- **Right to Work & Relocation:** Applicants must have the legal right to work in the UK (no visa sponsorship available) and be willing to relocate to Fleetwood (some relocation assistance available).
- **Mobility:** Must hold a full, valid UK driving license and have access to a car.