

Pastor Northern Lights MCC

Job Specification

March 2019

Overview

Our pastor will be a transformational leader serving this vibrant and developing congregation. They will help us grow whilst maintaining our welcoming, inclusive and family atmosphere. They will support the many and varied ministries which are being undertaken, ensure we are appropriately equipped for these ministries, and challenge us to expand them, in order to spread Christ's message of inclusion and liberation.

Duties

The general duties and responsibilities of a pastor are set out in the UFMCC bylaws and the NLMCC constitution. The areas below are those we want our pastor to particularly give attention to. These areas relate directly to our mission statement, core values and bedrock beliefs. We recognise that the relationship between pastor and congregation will develop over time and that new areas of ministry may emerge.

General

- Provide strategic leadership which will help us turn our mission statement into reality
- Seek to inspire and guide the congregation to grow and develop our life as a faith community
- Work with ministry leaders to develop and strengthen existing ministry areas
- Work with the Board and congregation to develop new ministry areas in line with church priorities
- Represent NLCCN at local, national and denominational events and other events as appropriate

Spiritual Development

- Discern people's gifts and talents and utilise them, enabling both the individual and congregation to grow
- Support the appropriate teams and leaders in providing different ways for people to grow in their faith and in community
- Encourage more people to become involved in ministries and support them in realising and developing their gifts, skills and talents

Worship

- Support the worship team to ensure worship is of high quality, inclusive and welcoming
- Work with the appropriate teams to expand opportunities for worship
- Ensure training opportunities for those involved in worship leadership

Pastoral Care

- Work with the church leadership to develop a system of pastoral care which provides appropriate support for those who need it
- Support ministry team leaders in providing pastoral support to those in their team
- Ensure those who provide pastoral care are appropriately selected and properly trained, and supervised in that provision
- Ensure the Safeguarding of all children and adults within the congregation

Outreach

- Put in place structures to encourage church growth, and work to identify and resolve barriers to growth
- Support the ministry teams in finding new and innovative ways of reaching people
- Work with the ministry teams and board members to ensure communication is clear, efficient and of high quality
- Build positive and fruitful relationships with other denominations and clergy in the area
- Build positive and fruitful relationships with other organisations in the area
- Be prepared to interact with the local media

Social Justice

- Be aware of Social Justice issues both affecting our communities and in the wider world
- Work with the Social Justice team to create opportunities for the congregation to become involved in social justice activities
- Take an active role in the work of Rainbow Home (North East England), becoming the main organisational link and a Trustee of the charity

Stewardship

- Ensure that the all church activities comply with relevant legislation and policy guidelines, such as charity accounting, child protection and employment law
- Work with the Board to manage NLMCC ensuring compliance with all relevant law, policy and procedure
- Work with the Board to ensure efficient administration
- Work with the Board and especially the Treasurer to establish a plan for long term financial stability, including applications for outside funding

Self-care

- Make use of support, supervision and spiritual direction provision to ensure personal self-care and spiritual growth
- Take opportunities for personal spiritual growth