

Person Specification
Pastor Northern Lights MCC
February 2018

	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> • Has or is undergoing thorough theological education • UK work permit (if required) 	<ul style="list-style-type: none"> • Is ordained and licensed clergy within MCC or elsewhere, or has undertaken ordination or similar training within MCC or elsewhere • Has completed appropriate training in leading, mentoring and guiding others in providing ministry and personal spiritual development within MCC or elsewhere • Full UK driving licence and access to a car 	<ul style="list-style-type: none"> • Application form • Certificates
Calling	<ul style="list-style-type: none"> • A clear sense of calling to ministry with Northern Lights MCC • A commitment to the Universal Fellowship of Metropolitan Community Churches 		<ul style="list-style-type: none"> • Application form • Interview
Qualities & Values	<ul style="list-style-type: none"> • A strong personal spirituality and faith • A willingness to lead by example • A deep prayer life • A belief in the importance of team-based ministry that empowers everyone in the church • A commitment to inclusiveness beyond the LGBTQI+ community • A commitment to social justice • Self-awareness and commitment to self-care 		<ul style="list-style-type: none"> • Application form • Interview
Theological Perspective	<ul style="list-style-type: none"> • A commitment to the priesthood of all believers 		<ul style="list-style-type: none"> • Application form • Interview

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	<ul style="list-style-type: none"> • A commitment to ecumenism 		
Skills	<ul style="list-style-type: none"> • Excellent communication skills • A commitment to team ministry and lay participation • Ability and desire to empower others • Ability to manage own support and learning needs • Ability to support people in developing their personal spiritual lives • Time management – ability to prioritise and work under pressure • Ability to maintain professional boundaries 	<ul style="list-style-type: none"> • Excellent IT skills • Ability to make effective use of social media • Public relations and media skills • Understanding of financial management and fund-raising issues in a church setting • Skills in enabling church growth • Change Management skills • Project Management skills 	<ul style="list-style-type: none"> • Application form • Interview • References
Experience	<ul style="list-style-type: none"> • Developing structured and meaningful worship and worship themes • Drawing on a wide range of worship and spiritual resources • Developing and delivering outreach into the wider community • Working with diverse communities • Working with people to achieve shared goals • Giving pastoral support to people of diverse needs • Developing and delivering on a shared vision 	<ul style="list-style-type: none"> • Pastoring a church on a permanent or interim basis • Developing worship resources, including liturgy and small group learning materials • Developing and delivering on a social justice ministry • Working with individuals and families of various ages, genders, sexualities and needs • Working with asylum seekers • Managing people • Community development 	<ul style="list-style-type: none"> • Application form • Interview