



Job Description and Personal Specification – Chesterfield Community Church

Job Description Role: Pastor/Church Leader

- The Pastor/Church Leader is to lead and partner with the leadership team and trustees in directing the purpose, vision, and strategy of the church in proclaiming and teaching the gospel in Chesterfield.
- Lead the church in our vision of seeing a vibrant, growing, Word and Spirit church in Chesterfield.
- Lead in the implementation of a Sunday morning, including Sunday set up at the school, as well as preaching and service leading. Leading a culture of charismatic gifts and worship.
- Overall responsibility for leadership and direction for the many ministries happening in the church; Warm Tuesdays, Home Groups, Alpha, Parent & Toddler Groups, Youth Groups, Evangelism, and other additional ministries.
- To lead the Leadership Team in their different roles serving the church.

1. Key Tasks and Responsibilities:

- Preach regularly and guide the preaching team to ensure purposeful and effective communication.
- Model and foster a culture of discipleship, equipping believers to grow in their faith as disciples who can make disciples in the power of the Holy Spirit.
- Leading the Church with a relational and pastoral heart.
- Oversee the teaching for the entire church, including midweek and children/youth content.
- Model and encourage the church as a 'family' while demonstrating a deep understanding and experience of the Grace of Jesus
- Provide spiritual guidance and pastoral support
- Experience with, or sympathy for, New Frontiers and Catalyst values and leadership models.

2. Vision and Direction

- Prayerfully discern the vision for CCC within the context of team
- Effectively cast and communicate the vision to create a culture that allows the Holy Spirit to work and places Jesus at the centre.
- Strong Biblical foundations, able to lead a church with a strong heart for (and deference to) the Word and the Spirit.
- Lead the church through external cultural shifts, ensuring alignment with biblical principles.

3. Leadership Team:

- Motivate and manage the leadership team, building strong relationships.
- Raise up leaders who can identify, call and release everyone to operate in their giftings, fostering a community of service and outreach.
- Prioritise relationship-building and hospitality.
- Good organisational and logistical skills are an advantage.

4. Wider Relationships:

- Represent the Church by developing and maintaining relationships with other churches, and their leaders. Carrying a desire for unity.
- Develop and maintain relationships and support for missionaries and overseas ministries.
- Intentional involvement with Catalyst meetings, festival, and events.

5. Church Governance and Operational Accountability:

- Maintain good relationships with the Leadership Team and the Trustees to ensure effective and collective governance and stewardship of the resources and finances of the Church.



Person Specification:

The successful candidate will demonstrate the following character traits:

- A Godly leader who reflects and models the life of faith in Christ, marked by humility and integrity. Marked by genuine love of the Bible, following God's word faithfully, and living in accordance with the requirements of eldership in Titus 1 and 1 Timothy 3. A Spirit-filled Christian able to encourage others in operating in the gifts of the Spirit. Having an open and natural character, able to empathise with and encourage others in the ups and downs of their Christian Walk.
- A dynamic leader with proven interpersonal skills, who relates well with all ages and walks of life. He can work with and chair the leadership team to develop clear vision and strategy in all areas of the church's ministry. It is essential that the candidate is an evangelical Christian, able to wholeheartedly affirm the [EA Statement of faith](#) as well as the beliefs and characteristics of [CCC](#) and [New Frontiers](#). See www.c-c-c.org.uk for more details. Able to release the gifting of men and women in leadership and preaching on a Sunday and throughout the week.
- An experienced leader with a proven track record. Confident and proactive in planning and organising. A decision maker and motivator, able to engage with and partner with a diverse leadership team to oversee and drive the implementation of vision and strategy. We are looking for someone who can lead within leadership plurality, alongside men and women, with a strong sense of collaboration and relationality.

The successful candidate will demonstrate the following competencies. Please take extra care in your application to demonstrate prior experience in these areas.

- Knowledge and understanding of the full breadth of the Bible and ability to discern its relevance in cultural contexts. A strong grasp of the Scriptures is essential. Demonstrable understanding of the theological values and distinctives of [CCC](#), [Catalyst](#), and [New Frontiers](#) within an application is helpful.
- Preaching and Teaching Gifting. Links to some previous sermons are helpful. The role requires significant competence in communicating effectively with Church and demonstrable competence in writing and public speaking.
- Prior Church leadership experience and/or qualifications are essential. Proven track record of leading via healthy leadership style, patterns, and culture.
- This role requires evidence of self-management and experience in managing other people and teams of people, both staff and volunteer.
- Experience in leading a Church and Leadership Team. Prior experience within Catalyst is an advantage.
- Demonstrated ability to identify, attract, lead, inspire and support other leaders to know and use their gifts for the church, workplace, and community.
- Willingness to be held, and hold others, accountable and have tough conversations when necessary.
- Strong ethos to work with teams and develop them for ministry in the church. Comfortable making decisions by consensus within teams or individually when necessary. Team player, open to direction and feedback from others to foster unity. It is important to familiarise yourself with the roles of women and men within CCC and Catalyst. The vibrant and diverse leadership and preaching teams of the church as well as biblical models of eldership are important for the right candidate to be able to understand and affirm.
- Organised, able to plan and work through others to deliver agreed actions. There is a strong expectation that the person will prioritise a day off in the week, as well as a healthy pattern of work in the week.
- No pastor is able to fulfil all of this. In the course of preparing your application, along with your strengths and experiences, it would be helpful to hear applicants discuss their weaknesses and what they have done in the past to try and overcome and compensate for them.

Other Requirements

- Occupational Requirement: This post carries an occupational requirement on the grounds of religion



and belief. Candidates applying must be able to demonstrate a Christian belief in line with the EA Statement of Faith.

- Qualification. Some prior leadership training or qualifications are an advantage. If not, a willingness to engage with the Catalyst Leadership Course.
- Right to work in the UK.
- DBS clearance. The holder of this role must have and maintain satisfactory DBS enhanced clearance for the entire employment duration.

JOB DETAILS

Chesterfield Community Church is a lively and growing church community passionate about reaching the town of Chesterfield. As a church we are around 150-160 people meaningfully connected with the church, including young people. We are looking for a new pastor who is theologically both Evangelical and Charismatic and is able to lead the Church in its vision to continue to grow a strong, healthy, and vibrant Church in Chesterfield. To find out more about our church and this opportunity please visit www.c-c-c.org.uk/vacancy.

Deadlines: 31st October

After shortlisting in early November potential candidates will have initial interviews, followed by face to face interviews in Chesterfield (potentially 16th/23rd November).

Salary: The Church will pay in accordance with the Teachers Pay Scale, with the final package reflecting the right applicants age and experience. Salary range is £33,000-£40,000. Reviewed annually by the trustees.

Benefits: A day off in the week, 25 days holiday plus bank holidays. Pension contributions.

For an informal conversation, or information about how to apply, please email tom@c-c-c.org.uk

For applications, please send a 1-page cover letter and 2-page CV, all in the same PDF document. Please include links to some recent sermons and details of references, to be contacted prior to the final interview stage.