



## Senior Pastor Vacancy

**Title:** Senior Pastor

**Location:** Brentwood, Essex, UK

**Position:** Full time (Bi-Vocational appointment will be considered)

**Commencement:** 1 May 2025 (Negotiable)

**Salary:** £33,000 - £38,000 per annum (depending on experience and or pro rata)

**Applications Close:** 10 January 2025

### Who are Brentwood Vineyard Church?

Brentwood Vineyard was adopted into the Vineyard in 2012, having previously been an independent church from 1987. Our vision is three fold: Be with Jesus; Be like Jesus; Do what Jesus did. At present we are a church of around 50 adults and 20 children and youth and part of the Vineyard Churches UK & I. There is a strong sense of community within the church family with people coming from different areas of Brentwood and its surroundings. We have our own building that was completely refurbished in 2017. It has a fully equipped kitchen, a large auditorium and a number of break out conference style rooms. Sunday Services take place 3 times a month, with the last Sunday called "Community Sunday" where folks are encouraged to build relationship with people outside the church. Some midweek groups (connect groups) meet in homes during the week. An organisation makes use of the building weekdays to support adults with learning disabilities and this benefits the finances of the church.

We have a desire to see people live a life of purpose and influence because of a relationship with Jesus. Brentwood Vineyard is a place that empowers people to lead and impact in every area and aspect of their life. It is full of passionate and dedicated individuals who together have a heart to serve. We have a friendly and relaxed atmosphere, whilst at the same time experiencing God's presence, in worship and ministry.

The role is outlined below and the successful candidate will ideally have the competencies and character outlined in the Person Specification.

[www.brentwoodvineyard.org](http://www.brentwoodvineyard.org)

Charity No. 1015298

Affiliated to Vineyard Churches UK & I



## **Where does this role fit?**

The Senior Pastor is appointed by and is accountable to the Church's Trustees who have legal responsibility for the management and conduct of the Church. The Senior Pastor is a member of the Board of Trustees and takes part in all decision making except in matters relating to his/her employment including salary and employee benefits; performance issues and any other issue where there is an actual or potential conflict of interest.

It is expected that formal pastoral and operational support to the successful candidate will be provided via a Leadership Team made up of members of Brentwood Vineyard. The form and makeup of this team is at the discretion of the successful candidate. Leadership Team meetings are to be led by the Senior Pastor.

## **Job Description - Roles and Responsibilities**

### **1. Set compelling vision, values and strategy.**

- a. Prayerfully discern, develop and communicate God's vision and strategy for Brentwood Vineyard.
- b. Continually model and communicate the values of Brentwood Vineyard and the Vineyard movement to create a culture where the person and gospel of Jesus Christ is at its centre.
- c. Encourage members to exercise their gifts to enable fulfillment of the vision.
- d. Work with the Trustees and Leadership Team to ensure a suitable strategy, budget and staff team are in place to deliver the vision.

### **2. Develop effective, engaged and supported staff and leaders.**

- a. Model discipleship within the church by mentoring, training and inspiring individuals to grow in their personal relationship with God.
- b. Encourage ministry in the power of the Holy Spirit and ensure this is modeled, taught and practiced in church services, small groups and one to one.
- c. Establish a culture of service where God's love & mercy are shared with others.
- d. Identify, train, equip and support leaders.



### **3. Mobilise people to deliver the vision together.**

- a. Seek to advance God's kingdom through relevant ministries and activities recognising that "everyone gets to play".
- b. Ensure Brentwood Vineyard's activities, events and ministries are sustainable, well led, and contribute to the vision.
- c. Ensure Brentwood Vineyard contributes to the social needs of vulnerable people, the local and wider community and seeks opportunities to support mission within and beyond Brentwood and throughout the World.
- d. Sustain and advance good relationships with other church leaders, community associations, businesses, civic leaders and the wider Vineyard movement.

### **4. Ensure good governance and operate responsibly.**

- a. Deliver the charity's business functions of finance, human resources, health and safety, safeguarding, regulatory compliance, etc. through an appropriate combination of staff and volunteers, as required by the Charity Commission and Companies House.
- b. Maintain good relationships with the Trustees (and serve as a Trustee yourself) to ensure that Brentwood Vineyard fulfills its objectives as defined in the Memorandum & Articles of Association.
- c. Maintain good relationships with the Vineyard Area / Regional Leader and participate in and contribute to Vineyard Churches UK&I events.
- d. Under the Oversight of Area Pastors – Dave & Laura Smith, Kent & Essex Area
- e. Undertake other duties and responsibilities as agreed with the Trustees.



## **Brentwood Vineyard Senior Pastor Person Specification**

### **Character**

#### **The successful candidate must:**

1. Love God, have strong personal faith and model what a follower of Jesus looks like.
2. Be passionate to see the Kingdom of God come in Brentwood and in all those who are part of the Brentwood Vineyard family.
3. Be a lifelong learner, eager to improve skills and strengths and grow as a disciple of Jesus.
4. Be open to direction from overseers. Including but not limited to peers, Trustees and leaders within the church.
5. Be able to work with a variety of people, be approachable and choose to see the best in others.

### **Competencies**

A strong personal faith and relationship with Jesus is essential to all elements of this role.

#### **The successful candidate should be:**

1. A strategic, energetic and inspirational leader.
2. Experienced in vision setting, inspiring others, growing Kingdom Values and handing it over to new leaders.
3. Experienced in identifying, recruiting, training/equipping, monitoring and growing other leaders.
4. A knowledge and understanding of the full breadth of the Bible.
5. A gifted communicator of the Gospel and be experienced and skilled in preaching, teaching at a congregational level, facilitating ministry and comfortable in ministering in the power of the Holy Spirit.
6. Experienced practically in pastoring others either in a small group or whole church context.
7. Experienced in Church leadership, ideally within a Vineyard Church as Senior Pastor, Assistant- or Associate Pastor) either in a paid or voluntary capacity.



8. Experienced in helping others grow in their faith - growing disciples who can reproduce their faith in others.
9. Committed to upholding VCUKI Statements of Faith and Core Values and keen to nurture Brentwood Vineyard's relationships with other local churches and the national movement.
10. Comfortable running the administration functions of a small office.

### Terms and Conditions

1. **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 and value system in line with Vineyard Churches UK & Ireland Statement of Faith. <http://www.vineyardchurches.org.uk/resources/tools/statement-faith/>
2. **Contract Period:** This is a permanent position with a 6-month probationary period.
3. **Eligibility to Work in the UK:** The job holder must be able to provide evidence of their eligibility to work in the UK prior to appointment and for the entire duration of employment.
4. **DBS Clearance:** The job holder is required to obtain and maintain satisfactory DBS enhanced clearance for the entire duration of employment.

### Next Steps

If you would like to apply for this role, please email a CV (including 2 references) and a covering letter sharing your faith journey, explaining how your skills and experience fit the job description and why you would be a good fit for this role. Email Lukas Roos at [lukas@brentwoodvineyard.org](mailto:lukas@brentwoodvineyard.org)

References should be from a church leader and a professional.

The closing date for applications is **10 January 2025**. Initial interviews are provisionally planned for **w/c 27 January 2025**.