



Rochford Congregational Church

Job Description: Pastor

Contract: Permanent, Full Time

Date: February 2025

Location: Rochford, Essex

Job Overview: We are an evangelical, Christ-centred, Bible-based church who are looking to appoint a full-time male pastor. We need someone with a heart for the Lord, his Word, and for his people. The successful candidate will seek to deepen the current congregation's faith and aim to use the building and facilities to their full potential to bring that knowledge of Jesus' saving grace to the people of Rochford. We need someone who has the vision and energy to bring out the best in everyone and harness their individual talents to create a cohesive church family that can grow in grace and faith and have an impact in the community. This position offers an opportunity, and a challenge, to lead a congregation that is needing to enter a new era to develop both spiritually and numerically.

The ideal candidate will be someone with experience, who possesses leadership skills, confidence and the ability to work on their own initiative when required, but who wants to work as part of a leadership team. He must have an unwavering commitment to the authority of Scripture, and a desire to uphold it. He should have a clear knowledge of Biblical truths and theology and the ability to teach and explain these in a variety of settings, including preaching, Bible study, small group teaching and on a one-to-one basis. He needs to have a heart for pastoral care, guidance and discipleship, and be confident in working with a range of different age groups. He should have a commitment to the importance of youth and family work, and he needs to have a heart for the lost in the local area, with an ability to engage with the community and reach out in evangelism.

Church Description & Facilities: Our church is situated in the very heart of the Essex market town of Rochford. The church has been present in the community for over 300 years. Our congregation mainly consists of people over the age of 60 – and we currently meet every Sunday with around 25-35 attendees and run a Tuesday morning coffee and fellowship time, and Tuesday evening prayer and Bible study meeting. We use the NIV Bible and for worship use the Mission Praise hymn book. We have a pianist, and audio equipment to amplify and record services.

We have good facilities – a large main hall, kitchen, side storage/primary room. We have a separate detached building ideal for smaller gatherings which has a small kitchen, toilets and an upstairs games room. We also have an additional linking building area between the main hall and the church which consists of toilets, pastor's vestry, and an upstairs lounge, dining and kitchen area. We also own a 4 bedroom manse which is 10 minutes walk away from the church. We are a non-conformist church with links to the EFCC (Evangelical Fellowship of Congregational Churches), although we are an independently run church with our own church constitution.

Salary & Terms of Employment

This will be negotiable, depending upon the candidate, but will be upwards of £32,000 per annum. There is church-provided housing in our 4-bedroom manse – although we are open to discussing a housing allowance for rental / mortgage accommodation if preferable – and this will be part of the overall remuneration package, in addition to the stipend

- **Probationary Period:** 6 Months
- **Notice Period:** 3 Months

After the probationary period, an initial fixed term contract for 5 years will be offered. This will be reviewed shortly before the contract is due to end. Holidays, sick pay and other details are to be confirmed, but at least in accordance with statutory requirements.

Conditions of Employment

- Subject to satisfactory references
- Enhanced DBS check
- Valid clean driving licence

Key Areas of Responsibility:

- Teaching & preaching the Word of God
- Provide leadership and vision – and are willing to work in collaboration with the Deacons (currently 6) and Trustees
- Pastoral care/counselling
- Mentoring and developing new leaders
- Development of youth work & outreach within the local schools
- Development of midweek discipleship for the current congregation and outreach opportunities
- Will actively engage with the local community

The successful applicant will be professionally accountable to the Deacons and Trustees

	ESSENTIAL CRITERIA
Qualifications	○ Has been recognised by a church as called by God to be a pastor/teacher ○ Has undergone theological training
Knowledge & Experience	○ Excellent understanding of the Scriptures ○ Minimum of 5 Years employed experience in church/ministry setting ○ Experience in providing pastoral care ○ Experience of preaching and teaching the Bible ○ Experience in planning and coordinating events and outreach ○ Experience in growing churches – especially in the young adults and families age group ○ Experience of finding, developing and using gifts throughout their congregation ○ Experience of youth work and abilities to adapt speaking style according to who they are speaking to
Skills	○ Able to work on own initiative and as part of a team ○ Has a clear vision for developing the church and the strength of character to spearhead this ○ Able to delegate roles and responsibilities – but to effectively co-ordinate all parts of church life. ○ Ability to manage multiple priorities and work effectively under pressure. ○ Excellent interpersonal and communication skills ○ Forward planner ○ Good listener ○ Ability to chair meetings, listen to varying viewpoints, but an ability to make informed decisions ○ Able to use computer and audiovisual technology to effectively communicate messages to the Church and community including the use of social media
Character	○ Must be a born-again Christian with a personal testimony of saving faith in Jesus Christ ○ Be a godly and prayerful person ○ Meet the qualifications of an elder set out in 1 Timothy 3 and Titus 1 ○ Has a genuine love for God's people and desire to see them grow spiritually and to help them to recognise and use their God given gifts. ○ Clearly demonstrates Christlike qualities of gentleness, self-control, knowledge of God's Word, spiritual maturity, prayerful, hospitable, discreet where the need arises. ○ Has emotional and relational intelligence – to be able to discern and read people.

Additional Skills

It would be an advantage but not essential to have the following skills/character

- ❖ Ability to play an Instrument
- ❖ Knowledge of current safeguarding practice & first aid skills
- ❖ Married – with or without a family – but his wife must be fully supportive of her husband's calling, a born-again believer.
- ❖ Happy to work with other churches in the local community

Application

Please apply by email to Miss Caroline Starling

webmaster@rochfordcong.org.uk

With a covering letter, and a copy of your CV

Applications can only be considered from those who are UK Citizens or who otherwise have a right to work in the UK

You will need to be able to declare a wholehearted acceptance of our church constitution and be in basic agreement with the EFCC doctrinal basis – both of which are available to view on our church website – www.rochfordcong.org.uk