

## **CAUSEWAY COAST VINEYARD**

### **FAMILIES PASTOR/ JOB DESCRIPTION**

**Role:** Families Pastor

**Location:** Causeway Coast Vineyard, Hillmans Way, Coleraine

**Line Manager:** Janet Young, Senior Pastor

**Salary:** £27,000 - £32,000

**Pension:** A pension is included within this role

**Hours of Work:** 40 hours per week

**Holiday allowance:** 23 holiday days and 8 STAT days

**Final application date:** Friday 11<sup>th</sup> October

**Start Date:** Monday 18<sup>th</sup> November

### **JOB SUMMARY**

Causeway Coast Vineyard is a vibrant, pioneering, missional community in Northern Ireland with around 1800 people attending Sunday services in any month. We are a church where lives are changing, a place where people are saying 'yes' to God and experiencing life in a fresh way. We are a people who bring life to every area in our community, a place where we see transformation happen as we pursue the dreams that God has placed in our hearts.

With that in mind we are seeking to employ a Families Pastor who carries the same heart to see a City transformed through the power and love of Jesus. We expect to see our team grow and so the ideal candidate will have experience of working in a large church or similar organisation. They must embrace our mission of building a generous, hospitable, supernaturally risk-taking community; helping us to remain inwardly strong and outwardly focused.

The successful candidate will need a strong outward focus with a pastoral gifting. Like in Acts 6:3 we want to choose someone 'full of the Holy Spirit and wisdom.' This role will specifically lead and help us lean into establishing a Family of Connection and Resilience in our community

### **KEY RESPONSIBILITIES**

The role of Families Pastor will function as a part of our Senior Leadership Team and/or as a Senior Department Head. The salary band is reflective of this.

In this growing role, it is expected that you will be required to manage other people with all the associated vision casting, training and staff development that goes with this position. You would be required to organise meetings and events, and regularly chair meetings in line with your ministry plan.

Core responsibilities of the Families Pastor include:

1. **Creating Culture** – Along with senior leadership you will help to lead CCV into increasingly becoming a Jesus centred church which is inwardly strong and outwardly focused both

within your role, attendance at CCV and within our Encounter School of Mission, which you will complete in your first year of employment.

- **Family Culture** – Lead and accelerate a culture of family engagement in line with our 100-year vision, teaching people how to be a healthy family within their own home, whilst also engaging in wider community.
- **Pastoral Share** - Lead and accelerate a culture where every person, every day, in every way shares the value and lifestyle of pastoring our city. Teach and live out a Pastoral share model where everyone takes on responsibility of loving our community into life
- **Smallgroup Connection** – lead and accelerate a culture of smallgroups and connection beyond the four walls of the church
- **Staff Team** – as part of an SLT/Senior Depts you will be expected to lead and set a standard that inspires and encourages others to lean into where Jesus has called us as a church.

2. **Creating Spaces** – You will create, develop and grow existing structures to reach and connect people in our community.

- **Small Groups** – we currently have between 60 – 80 Small Groups that run 3 times within each calendar year. You would be responsible for the visionary leadership, implementation and development of our Small Group structure; identifying and releasing groups that are in line with our 100 Year vision, identifying, training and releasing new Small Group leaders alongside continued investment in current leaders and Small Group overseers. We expect the number of smallgroups to grow each term both in scale, quality and creativity.
- **Digital Spaces** – Develop and roll out a digital presence that allows connection to be built towards the most isolated in society. Work in conjunction with the connection team and create sustainable pathways for people in our city to be a part of CCV, to meet with Jesus and to grow in their relationship with Him.
- **Family Courses** – alongside other areas help to create new courses and engagement tools around relevant family stages
- **Grouped Gatherings** – We want to create pathways for families in our city to connect with CCV, to find a home, a place of belonging, and ultimately to find identity in Jesus. So, alongside our events team, provide opportunities on a larger scale for family in the community e.g. men's nights, women's events, family gatherings, Christmas, Easter etc. This would include working alongside our Compassion Department and other outside agencies to meet vulnerable and lonely people who are in need of finding hope and a home
- **Scattered Initiatives** – design and release opportunities for community engagement e.g. 10,000 hours as well as encouraging creation of scattered events rising up from within people's hearts

3. **Releasing Leaders** – You will identify, recruit, train, deploy, monitor and nurture leadership right across the spectrum of CCV. You will have a proven track record in developing leaders who develop leaders and excel in getting work done through others.

- **Smallgroups** - We currently have over 100 smallgroup leaders who serve throughout our terms. We want to help these leaders grow in their giftings whilst adding more smallgroups leaders to ensure our reach into the community continues to increase.
  - **Teams** – recruit and develop teams of volunteers and interns serving across the breadth of the role to enable full expansion of community engagement.
  - **CCV** – release everyone, everywhere, everyday into Pastoral share and community pastoring. We want to see missional multiplication across our community.
4. **Developing Health** – You will lead the charge towards our seeing a Family of Resilience being established in our community.
- **Mental Health** – design, implement and multiply mental health pathways which help us to meet the ever-increasing need for healing in this area.
  - **Counselling** – oversee the training and support of diploma students within CCV
  - **Early Years** – develop ways to engage with families either in pregnancy or early years to help build resilience and confidence in parenting.
  - **Partnerships** – seek partnerships with other agencies in our community to ensure we are providing consistent provision across the area.
5. **Partnerships** – You will initiate, grow and prioritise partnerships across a wide range of agencies and individuals.
- **Staff** – you will form a part of a large staff team and you will be expected to work alongside and help assist other staff as they engage with family across their roles
  - **Outside Agencies** – much of this role will depend on the trust and relationships that can be developed with existing agencies working in our community. We would expect you to develop these relationships alongside our Compassion department and Connection roles.
  - **CCV** – form active connections and partnerships with people within CCV who serve our community within their day to day.
6. **Reset and Reporting** – keep accurate records, both qualitative and quantitative, to monitor development and success of the ministry area.
- You will work alongside other staff teams to set shared goals and ensure collaboration for measurement of these goals.
  - You will be required to provide management for overall financial budgeting for areas directly within your role
  - Providing guidance to direct reports, typically comprising first-line managers. Casting vision with staff that will lead them into development and growth within their area of work. Facilitating goal-level creation for the broader function and working with managers to ensure ministry plan goals cascade to all workers.

7. **Other Responsibilities** – as part of a growing team within CCV you will be expected to;
- Pray with and lead others into a personal relationship with Jesus
  - Signpost others to appropriate help within the church
  - You will be required to attend the appropriate staff meetings, gatherings and training events

'This is not an exhaustive list of duties and the successful candidate may be required to perform other tasks as designated by his/her line manager'

### **ADDITIONAL INFORMATION**

For this role, we hire for character, competence, chemistry and culture:

**Character** – You have to love Jesus, love the church and be committed and actively involved in our mission and life here at CCV.

**Competence** – You must be an outstanding person with a high level of gifting and ability.

**Chemistry** – You must be a relational fit with our team, particularly those you will be working closely with.

**Culture** – You must be someone who will engage with, embrace and impart the culture of Causeway Coast Vineyard.

Please return completed application forms to:

Email: [janet@causewaycoastvineyard.com](mailto:janet@causewaycoastvineyard.com)

Post: *Janet Young*, Causeway Coast Vineyard, 10 Hillmans Way, Ballycastle Road, Coleraine, BT52 2ED

Or Via the BreatheHR recruitment hub

**CAUSEWAY COAST VINEYARD  
/ PERSON SPECIFICATION**

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	5 x GCSEs (or equivalent) at Grade C or above 3 x A Levels (or equivalent) at Grade C or above	Third level qualification  Qualification in Counselling, social care or medical training
<b>Experience</b>	Proven track record of developing leaders  Experience of training large groups of volunteers  Experience of working in partnership with agencies both in the church world and in the city  Experience of working in a complex environment requiring clear decision making	Experience of leading within a church of 500 + people  Experienced in using social media as a tool for connection.
<b>Skills</b>	Able to work on own initiative  Able to work as part of a team  Pastoral skills  Able to lead and develop strong leaders and teams  Able to problem solve positively and effectively  Excellent organisational skills  Able to communicate vision clearly and effectively  Online / social media skills	Able to manage multi-faceted responsibilities  Administration skills

	<p>Able to recruit and release volunteers</p> <p>Able to establish healthy working relationships with all levels of people, being responsive to them without taking on responsibility for them</p>	
<b>Personal / character</b>	<p>Demonstration of faith in Jesus, including willingness and ability to communicate your own story of your faith journey</p> <p>Life-long learner, able to lead yourself and eager to improve your skills and strengths, yourself, and your role. In addition to a commitment to personal growth, you will have a bias towards, and be unapologetic about, congregational growth.</p> <p>Commitment to the statement of faith of Vineyard Churches UK and Ireland and passion for the work of Causeway Coast Vineyard.</p> <p>Responsive to correction and direction</p> <p>You will be positive and pursue joy.</p> <p>The successful applicant will work within the framework of a collegiate leadership structure and therefore show a high degree of relational and emotional intelligence. You will have a clear awareness of your strengths and a requisite track record in utilising them in a team context.</p>	