



coastline**vineyard**

SENIOR PASTOR JOB DESCRIPTION AND SPECIFICATION



LOVE THE KING, LIVE THE KINGDOM



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Senior Pastor

Job Description and Specification

JOB TITLE: Senior Pastor, or co-lead Senior Pastors.

LOCATION: Coastline Vineyard Church, Bournemouth, based at Sovereign House, 242 Charminster Road, Bournemouth, with some flexibility for remote working.

WORKING WITH: Pastoral Staff and the wider staff team, the Board of Trustees, Ministry Leaders, and the wider church family.

SALARY: Dependent on experience and qualifications.

HOURS OF WORK: FT, 38 hours, including Sundays.

ANNUAL LEAVE: 25 days, plus Bank Holidays. Up to 8 Sundays off per year.

CONTRACT: Permanent.

CLOSING DATE FOR APPLICATIONS: Sunday 31st October, 2021.

INTERVIEWS: Mid November.

APPLICATION PROCESS:

To apply please email Phil Duffin, Chair of Trustees, at phil@coastlinevineyard.church with a copy of your CV and Covering Letter, and to request an Application Form.

In a single page the Covering Letter should include:

- Why you wish to apply for the role.
- Experiences, skills and qualifications you have that relate to the role.
- Any other relevant information.



If you have any further questions or would like to discuss the role prior to your application, please feel free to contact Phil Duffin, Chair of Trustees, at phil@coastlinevineyard.church

BACKGROUND TO COASTLINE



Coastline Vineyard was planted in 2015 by Emma and Ade Alldridge, who previously served on the staff team of Urban Vineyard, Auckland for 4 years and Trent Vineyard, Nottingham for 6 years.

Coastline Vineyard Church is a vibrant and contemporary church in the heart of Bournemouth. As a church we are committed to seeing lives transformed and communities changed, and believe that the person of Jesus is the key to this happening. We meet together on Sundays to celebrate, to learn and to encourage each other, and we scatter during the rest of the week to serve others and bless the community through our ordinary everyday lives.

Coastline is based in the suburb of Charminster, but is a regional church with people coming from surrounding suburbs and towns. The church has around 500 people who would all Coastline their home, and has a wide and diverse demographic, with families, university students, and adults of all ages, including over 15 nationalities represented. The church also has a ministry hub nearby, with a designated Youth centre, meeting rooms and offices.



Everything we do is shaped by the vision and purpose God gave us when the church was first planted:

"God has called us to build a growing and vibrant church, where people come to know God, love Him more and become all that God has made them to be.

We are committed to personal transformation, investing in a community of love and encouragement, ministering to those far from God, and making disciples.

We are called to be authentic followers of Jesus whose lives are marked by intimate worship, courageous faith and passionate service. We want to see the spiritual renewal of our town and nation, and to always be known as a people who love the King and live the Kingdom."

Bournemouth

an introduction.

Bournemouth is a wonderful place to live! Together with the neighbouring towns of Poole and Christchurch, the BCP urban area has over 400,000 residents, making it one of the larger conurbations along the south coast. The town is a thriving hub for creativity and the arts, education and tourism. The population of BCP is steadily growing with lots of in-migration from having two universities (BU and AUB) and several large financial and insurance HQs outside of London (like JPMorgan and LV). The 7km stretch of pristine sandy beach spans from Hengistbury Head in the east all the way to swanky Sandbanks in the west.

Bournemouth is also a town known for inequality and poverty, with several areas suffering from neglect and degradation, including the suburb of Boscombe, well known for its history of addiction and homelessness. For many years, this area has been the focus of much of Coastline's compassion ministry, with a Missional Community and the Joy Café well established in the neighbourhood. With lots of parks and a beautiful beach, great restaurants and cafes, theatres and the BIC, plus the proximity to the heathlands and woods of the New Forest, Bournemouth is a delightful place to live and work.



SENIOR PASTOR RESPONSIBILITIES AND DUTIES:

- **Vision.** Hearing from God about the direction and mission of the church. Envisioning people through spoken and written communication.
- **Strategy.** To develop and implement strategic plans for the Coastline family which inspire and sustains them in progressive discipleship to Jesus. These plans would consistently reflect the vision, values, purpose and priorities of Coastline Vineyard and be developed in collaboration with the wider staff team.
- **Preaching and Teaching.** Oversight of the Preaching Schedule, including planning and researching new message series. Delivery of regular Sunday messages.
- **Leading the Staff Team.** Providing oversight and management of a staff team of a dozen people, including several direct reports. Leading weekly Team Meetings. Direct reports – Associate and Assistant Pastors.
- **Developing Leaders.** Implementing a culture of empowering Leaders throughout the church. To identify, recruit, train, deploy, monitor and nurture leaders, who themselves will facilitate events, programmes and processes that contribute to discipleship across the entire Coastline Vineyard church family.
- **Trustee.** To sit on the Board of Trustees, and to communicate the pastoral needs of the church. Direct Report – Chair of Trustees.
- To engage with and build relationship with Church Leaders across Bournemouth and in the wider Vineyard movement, to give and receive support and ideas.
- **HR.** Recruitment of new staff team – including identifying staffing needs and overseeing all applications and selection processes. Oversight of staff training and career development.
- **Finance.** Responsible for raising the funds necessary to fulfil the vision and strategy of the church. Experience of working with financial personnel to set and manage financial budgets and reforecasting. Direct Report – Business Manager.



SKILLS, ABILITIES AND EXPERIENCE

- At least **5 years' experience** in paid Pastoral Ministry.
- **Proven ability to Preach and Teach.** Good written and verbal communication skills. Capable of designing, writing and delivering teaching material, with extensive experience in public speaking, in a variety of settings.
- **History of Leadership within the Vineyard Movement**, and ideally relationships within the Vineyard Churches UK & Ireland (VCUKI).
- **Extensive experience of leadership** and management of other people, including leading and managing paid staff, and recruiting, training and releasing volunteer leaders.
- **A Cultural Architect.** Experience of either birthing a healthy culture, or of being a cultural change-agent, within a community context.
- **Evidence of a Multiplication mindset** and giftings – having been instrumental in the multiplication of leaders, of ministries, and of groups.
- **A clear and compelling vision** for the future of Coastline, with a sense of Holy Spirit-inspired conviction of the way forward, and the ability to articulate this to others.
- **Evidence of having a Pastor's heart**, including an obvious love of people, and experience in a variety of pastoral contexts and crises.
- Experience and confidence in leading prayer ministry inspired by the Holy Spirit.
- **Experience in conflict resolution**, with examples of situations that required sensitivity and tact, and examples of successful mediation or resolution between those in conflict.
- **Proven track record of fund-raising**, through vision casting, preaching and discipleship.



- Evidence of the Biblical Criteria for Leadership – as described in 1 Tim 3:1-7 and Titus 1:6-9.

“Above reproach, one spouse, manages household and children well, sober-minded and self-controlled, disciplined, respectable, hospitable, able to teach, gentle and temperate, not a lover of money, mature believer, good reputation with outsiders, humble, servant-hearted, upright and holy, leading by example, full of the Holy Spirit and of wisdom...”

- Commitment to their spiritual formation into the likeness of Jesus and a deepening love for Jesus.
- Proven leadership ability.
- A heart for people, and a passion to see others fulfil their potential.
- Humble attitude towards oneself and others.
- Pragmatic and capable of accountable self-direction.
- Openness to new ideas and ways of thinking and excellent communication skills to assist others to develop their own thinking.
- A team player able to encourage and promote the ideas of others as well as own and who is helpfully enthusiastic and capable of creating energy and momentum.
- Manner and judgment which inspires confidence.
- Can-do attitude, but with the confidence to ask questions of other's judgment.



WHAT WE WILL OFFER YOU

A competitive salary

that reflects the demands and responsibilities of the job, and a matched contributory pension.

Opportunities

to learn on the job with access to coaching, training courses and learning experiences.

Experience

of working with a staff team of an established Vineyard church, as well as relationships and support of other Senior Pastors within the VCUKI Area, and oversight by the South Central Area Leaders, Ed and Claire Evans.

Benefits

Phone and Car Allowance.

OTHER REQUIREMENTS

- Comply with all Coastline Vineyard operating policies and procedures.
- The appointment is subject to the individual obtaining an enhanced DBS check.
- It is a Genuine Occupational Requirement that the successful applicant be able to demonstrate a Christian belief and value system in line with Vineyard Churches UK & Ireland Statement of Faith (www.vineyardchurches.org.uk/resources/tools/statement-faith/) and the Coastline Vineyard Church Staff Handbook.

QUALIFICATIONS - DESIRABLE

- Tertiary Level Education
- Theological Study

PLEASE NOTE

No UK Visa applications can be supported with this role.





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APPLICATIONS CLOSE SUNDAY 31ST OCTOBER, 2021



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