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SENIOR PASTOR/S VACANCY DESCRIPTION & SPECIFICATION

*ALL INFORMATION GIVEN RELATES TO A FTE POST

JOB TITLE: Senior Pastor/s

LOCATION: West Wilts Vineyard Church, Trowbridge, based at Emmanuel's Yard, Church Street, BA14 8RZ with some flexibility for remote working

REPORTING TO: Chair of Trustees

WORKING WITH: Staff Team, Board of Trustees, Ministry Leaders and Church Family

SALARY: 30-40k depending on experience and agreed role, plus pension and financial contributions for ongoing training and personal soul care including appropriate sabbaticals

HOURS OF WORK: 35 hrs per week including Sunday Services

ANNUAL LEAVE: 25 days plus UK Bank Holidays

CONTRACT: Permanent

PROBATION PERIOD: 6 months

CLOSING DATES FOR APPLICATIONS: 22 November 2021

APPLICATION PROCESS: To apply, please submit a current CV and covering letter by email to the Church Administrator at info@westwiltsvineyard.com. The email is to be addressed for the attention of the trustees.

In no more than 1000 words, the covering letter should include:

- Why you wish to apply for the role.
- Experiences, skills and qualifications you have that relate to the position.
- Contact details for 2 references (1 personal and 1 professional) we will only contact these with your permission if you are invited for interview
- Any other relevant information

INTERVIEWS: In person commencing 6th December

If you have any further questions or would like to discuss the role prior to your application, please do not hesitate to contact Jason Whiley by emailing jason.whiley@westwiltsvineyard.com

Details of our Safeguarding Policy and Privacy Notice can be found on our website





ABOUT WEST WILTS VINEYARD

West Wilts Vineyard (WWV) was planted in 2005 by Jason and Sam Whiley. A market town Church drawing from its surrounding villages and towns, it is a welcoming community gathering people from all walks and stages of life. There are currently approximately 160 adults and 60 children that call us home.

Inspired and motivated by Jesus – to love God and neighbour as self, the purpose of WWV has been to cultivate and facilitate an environment where people are enabled to ‘come as they are’ and grow, through understanding, experiencing, and sharing God's love and compassion. To that end, the church has a formational posture and a heart to contribute to the well-being of our environments, towns and villages. We value spiritual and emotional health, hospitality, authenticity, and learning together in a way that honours life's journey. We know that we can learn to love well and make a difference by the way we choose to live. For us, this means listening for God's heart, prioritising and actioning what we hear, and understanding how we can engage, serve, and partner with our local and global communities, friends, and neighbours – both individually and as a body.

WWV values creativity and innovation. As we have experienced numerical growth, we have met in various spaces and have enjoyed all kinds of activities and ways of being present together. Today, we have the honour of stewarding a beautiful chapel – Emmanuel's Yard. This building serves not only as a place of gathering and worship but also home to our various community projects and activities such as a food bank, Re:Fresh – a hygiene and self care project, cookery school, community lunch, and cafe – which hosts a TLC (Talk Listen Care) Team and various community led art and craft activities.

We also host a School of Spiritual Direction and have enjoyed facilitating several conferences and training events. We continue to enjoy a growing presence in our town and actively support various artisan markets, arts and music gatherings, as well as a small number of business and community groups. Emmanuel's Yard is a wonderful and creative space that enables us to serve and support our local town and its people.

Alongside our building, there are various spaces where people choose to walk together. Larger gatherings and smaller community and focus groups, family focused events, supportive peer relationships (threes) and one to ones. There are environments for youth and children, families, and individuals. We value musical worship, spiritual practices, being real and having fun!

Our desire is that our new Senior Pastor/s, together with our trustees, staff team and church family, will continue to build on what has gone before, envisioning the West Wilts Vineyard community in our continued journey!

INTRODUCTION TO TROWBRIDGE & THE WEST WILTS AREA:

Trowbridge is the County Town of Wiltshire, primarily a large Mill town in the 19th Century using steam to power its cloth mills and generate wealth for the region. Historically known nationally for its textile industry, it became coined as "The Manchester of the South West."

Located between Bath and Salisbury Plain, we enjoy a range of historical sites and stunning local countryside. Trowbridge is approximately 3 miles from Bradford On Avon, 11 miles from Bath, 30 miles from Bristol, and close to other areas of national interest such as Glastonbury, Stonehenge, Longleat, Frome, Lacock, Westbury White Horse, and Shearwater Forest. We have a mainline train station that allows easy access to London and the town provides good public transport to many locations. As a rapidly expanding town of 40 thousand people plus, Trowbridge has good facilities for its population which includes a large Moroccan and Polish community.

The West Wilts area encompasses Bradford On Avon, Melksham, Warminster, and Westbury. Each place has unique characteristics and local amenities.

Trowbridge Town Centre has many listed buildings - the Town Hall, which is currently being reworked to meet the needs of the 21st Century, a world-class textile museum, and a revamped people's park. In addition, there is a range of amenities and leisure facilities, including; restaurants, cafes, a theatre, civic centres, multiple gyms, four secondary schools, a large college with additional area-wide campuses, a new cinema complex, art galleries, and various pubs and music venues - including the Pump Festival. Recently we were awarded a substantial grant from the Future High Streets Fund to help us become a more experiential than retail-driven space. As such, the local area has become an increasingly sought-after place to live.

For us, perhaps the most impressive thing about our local area is its people who are open, friendly, and keen to see their town achieve its full potential. So for anyone looking to make a difference, this is an exciting time to be part of a new, emerging chapter!



SENIOR PASTOR RESPONSIBILITIES & DUTIES

SET COMPELLING VISION, VALUES AND STRATEGY.

- Prayerfully discern, develop and communicate God's heart, vision, and strategy for WWV.
- Model and communicate the values of WWV and the Vineyard movement
- Cultivate a culture where abiding in God, becoming like Jesus, and living a life that reflects our God-given design, is a priority.
- Encourage members of WWV to discover and exercise their gifts to enable the fulfilment of their potential and the church's vision.
- Work with the trustees, staff team, and ministry leaders to ensure that a suitable strategy, budget and volunteer team are in place to support and deliver the vision.

DEVELOP EFFECTIVE, ENGAGED AND SUPPORTED STAFF AND LEADERS.

- Model a personal commitment to soul care, healthy formational practices, and life rhythms.
- Inspire others to grow in their relationship with God through the use of spiritual practices, mentoring, coaching, and continual training, learning and development
- Encourage ministry in the power of the Holy Spirit, ensuring that this is modelled, taught, and practiced in larger gatherings, smaller groups and one to ones.
- Sustain the culture of compassion and service where God's love & mercy are shared.
- 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 WWV church family.
- Provide oversight and management of 7 staff and 4 volunteer team leaders (Operations & Events Manager, PA & Administrator, Childrens and Youth Ministry Leaders, Community Action Ministry Leader, Finance and Safeguarding Staff, Cleaning Coordinator and Maintenance)
- Recruitment of new staff team - including identifying staffing needs and overseeing all applications and selection processes.

MOBILISE PEOPLE TO DELIVER THE VISION TOGETHER.

- Seek to share God's love and compassion through all relevant ministries and activities, recognising that everyone can contribute and participate.
- Ensure WWV's activities, events and ministries are sustainable, well-led, and contribute to the broader vision.
- Oversight of the teaching schedule, including planning, research and the delivery of regular Sunday gatherings.
- Ensure that WWV continues to contribute to vulnerable people's social needs, so that individuals and communities can flourish.
- Encourage and create opportunities for people to engage spiritually, intellectually, and practically in fulfilling God's heart for us to act justly and challenge injustice - locally, regionally and globally.
- Sustain and advance good relationships with other church leaders, community associations, businesses, civic leaders, and the wider Vineyard movement.

ENSURE GOOD GOVERNANCE AND OPERATE RESPONSIBLY.

- 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.
- Take responsibility for raising 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.
- Maintain good relationships with the Trustees (and serve as a Trustee) to ensure that WWV fulfils its objectives and legal/financial responsibilities.
- Maintain good relationships with the Vineyard Area / Regional Leaders and participate in and contribute to Vineyard Churches UK events.
- Undertake other duties and responsibilities as agreed with the Trustees.

PERSONAL QUALITIES & COMPETENCIES

PERSONAL QUALITIES:

- A personal value and commitment to formational / soul care practice, emotional health, spiritual well being, and personal discipleship
- A willingness to develop supportive and accountable relationships through spiritual direction, coaching, mentoring, other
- Ability to act with integrity, honesty, authenticity and transparency
- Possesses a posture of learning with a eagerness for personal and professional development
- Be open to direction from overseers. Including but not limited to peers, trustees and leaders within the church
- Be able to work with a wide variety of people demonstrating an approachable manner, and choosing to see the best in others.
- Models a culture of servanthood
- Is positive, committed and energetic
- Humble attitude towards oneself and others
- Pragmatic and capable of accountable self-direction.

SKILLS:

- Good leadership, management and personal organisational skills with the ability to lead and multiply leaders
- Ability to work in a team whilst able to make clear and final decisions
- Able to communicate in a clear and engaging way both verbally and in writing - including general interactions with people and moments of preaching, teaching, leading formational exercises.
- Ability to inspire, encourage, and steward energy and momentum
- Openness to new ideas and ways of thinking with the skills to assist others to develop their own thinking.
- A team player able to encourage and promote the ideas of others.
- Manner and judgment which inspires confidence
- Can-do attitude, but with the confidence to ask questions of others judgment
- Good organisational & time management skills
- Ability to set and manage priorities, i.e adaptable.
- Appreciation of and/or possession of artistic/creative skills, in order to foster a creative and imaginative ethos within WWV.

PERSONAL EXPERIENCE:

- Previous experience as a Pastor/Assistant Pastor
- Proven leadership ability and a heart for people to fulfil their potential
- Track record of recruiting, training and releasing leaders.
- Experience leading in strategy and action planning
- Strong biblical understanding and application
- Strong understanding of Kingdom theology which balances the 'now and not yet'
- Competent in working with a financial budget.
- Experienced and confident in leading Holy Spirit ministry.
- Understanding of Charity Commission requirements - Desirable
- Working with a board of Trustees - Desirable

OTHER REQUIREMENTS:

- Comply with all West Wilts Vineyard operating policies and procedures including Staff Code of Conduct
- Undertake any training or personal development as required.
- Any other duties reasonably requested by the trustees, VCUK & Ireland
- 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/)

WHAT WE WILL OFFER YOU:

- A competitive salary that reflects the demands and responsibilities of the job.
- Contributory pension
- Supportive and regular line management
- Access to coaching, spiritual direction, training courses and further learning experiences.
- Access to theological training through VUK & Ireland
- The experience of working with a motivated staff team.
- The opportunity to be part of a regional network of Vineyard pastors
- Support from the Vineyard regional and area overseers



WE LOOK FORWARD TO HEARING FROM YOU

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