

Hardwick Baptist Church Assistant Pastor's job description



At Hardwick we expect and encourage our Assistant Pastor to commit himself to fully undertake the role of pastor in training which will involve the following:

1. Preaching and teaching

The Assistant Pastor will be given opportunities to preach and teach God's word under the direction of the Pastor in a variety of contexts. Feedback and training will be given at times on teaching or preaching.

2. Prayer

The Assistant Pastor must be a man of prayer, both for himself and his family and for the flock he will care for. He is also to encourage and facilitate others in praying as individuals and as a church family for the church family, our community, town and world.

3. Shepherding

Shepherding will be done through the preaching of God's word and discipling, pastoral conversations and visitation. The Assistant pastor will undertake visitation as directed by the pastor and encourage visitation by other members of the congregation.

4. Training and equipping of leaders

The Assistant pastor will be directed to invest time in equipping, training and developing leaders in the church, with the aim of multiplying ministry among the members of the church.

5. Vision and strategy

The Assistant Pastor will be provided with opportunities to share in setting the direction of the church in elders meetings and at other times alongside the Pastor and other elders.

6. External commitments

With a concern for growing the kingdom rather than just the church we expect our assistant pastor to undertake commitments outside of normal church ministry (e.g. speaking at Christian Unions, other churches, etc...) In order to maintain a right balance all such commitments should be agreed with the elders beforehand.

7. Community commitments

As reflecting our concern as a church to love, bless and reach the community we are in we would expect and encourage our assistant pastor to be regularly involved in the local community and in leadership therein if possible. As a result we would make time available to engage in such community involvement (e.g. for interviews if part of a governing body) and would expect him to pursue other opportunities as they arose throughout the year in discussion with the pastor.

8. Training and development

As a church we are concerned with our assistant pastor's continued growth and refreshing in the gospel. With that in mind we would encourage the setting aside of up to 4 hours a week to pursue courses or study for his own development. We would also expect the assistant pastor to attend conferences and the like for his own gospel growth; again these should be discussed with the pastor and elders. As part of the development and training we will expect him to undertake 6 monthly informal appraisals and a more formal one every 18 months.

9. Developing and growing gospel partnerships

As a church we value and recognise that gospel partnerships are healthy for us and our leaders. We would therefore encourage our assistant pastor to involve himself locally in preaching groups, meeting with other pastors to develop partnerships and ministry friendships, and regionally to involve himself in the North East Gospel Partnership.

Person Specification.

	Essential	Desirable
Character	The Assistant Pastor must be humble and teachable, with a love and passion for the Lord, His people and the lost. After a probationary period he would be expected to become an Elder (- therefore we are looking for Titus 1 and 1 Tim 3 character). Under the Church rules, the elders must be male members of the church.	
Calling and/or Desire	To serve Jesus in deprived community/council estate context.	
Experience	<ul style="list-style-type: none"> • Leading small groups/1to1s both in a discipleship and evangelistic context • Preaching/Teaching 	<ul style="list-style-type: none"> • Reaching people of varying ages and from different backgrounds • General leadership experience in ministry projects, events and teams
Skills	<ul style="list-style-type: none"> • Team player with ability to both oversee, and be a part, of various teams. • Pastorally gifted with good inter-personal skills and cultural flexibility • Ability to teach, admonish & encourage individuals & groups using scripture • Preaching 	Ability to organise and prioritise workload effectively
Knowledge & Understanding	<ul style="list-style-type: none"> • Theology - good grounding. Although HBC is not a member FIEC we use and uphold the FIEC Basis of Faith as well as their statements on 'gospel unity', 'women in ministry', 'same-sex marriage'. These can be found here: https://fiec.org.uk/who-we-are/beliefs • Preaching/teaching • Cultural engagement 	How to engage and work with people who have a different theological take on non-primary issues
Qualifications		Theological Degree or experience
Other	Subject to an enhanced CRB/DBS check	Driving License