



Pastor Application Pack

Hello!

Thank you for showing an interest in our Pastor vacancy. This is a very exciting time for the Fields Church family. The following pages are intended to show you a little of who we, Fields Church, are. It may not cover everything, but we hope it will give you a sense of our heart, our passions, and a little of who we are and what we do.

The 'Pastor Application Process' (see page 21) will give you more guidance about applying for this role, if you feel that this is God's calling for you at this time.

If you have any questions about the role, please do not hesitate to contact us. The best way for that, initially, is via [**recruitment@fieldschurch.co.uk**](mailto:recruitment@fieldschurch.co.uk) and we will then contact you.

"Please know that we are praying for you as you read this pack, discern, and pray if this might be your next step."

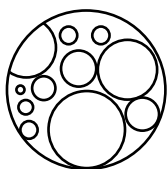
Fields Church Core Leadership Team

Overview

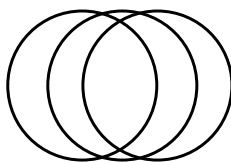
Who we are

Fields Church is a vibrant, Christ-centred community in Kesgrave, Suffolk. We are a warm and inclusive fellowship of people drawn from across Ipswich, Kesgrave, Woodbridge, Felixstowe and the wider Suffolk area. Our congregation reflects diversity in age, background and life stage—united by our faith in Jesus and our desire to live out His love in the local area. We have approximately 100 regular attendees at our Sunday services.

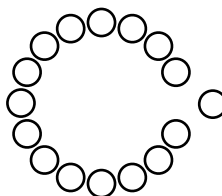
Our character



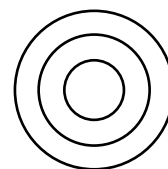
A welcoming and friendly environment in which newcomers feel at home.



A strong focus on worshipping God, engaging with the Bible, and loving people.



A community committed to supporting one another, growing spiritually and engaging outwardly.



A church that is rooted locally, yet has a broader vision for impact.

Mission and vision

At Fields Church our guiding motto is:

Heart for God, Heart for People.

Worship

We aim to glorify God in all we do, both in our gatherings and in our daily lives.

Word

We are grounded in Scripture, believing the Bible is God's living word to us; our teaching, discipleship and life groups reflect that.

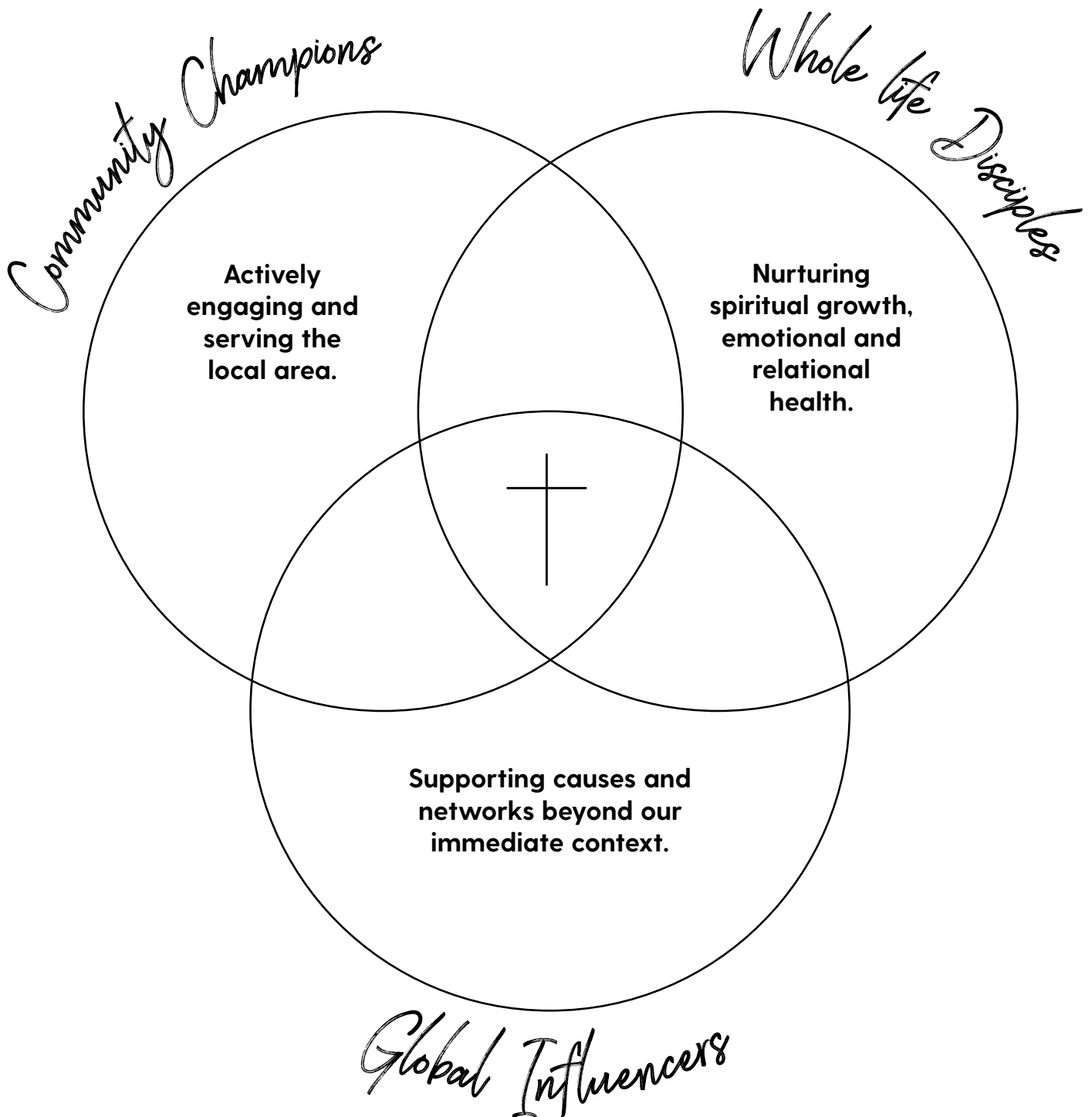
Welcome

We intentionally cultivate a culture of hospitality, belonging and care for one another and for our neighbourhood.

Witness

We desire to show the love of God to our local community, and beyond, through our words, actions and relationships.

*In practical terms
we aim to be...*



Where we came from



In 1997, a young couple—Richard and Esther—returned to England with their two sons, aged 12 and 18, after living in South Africa for over 17 years. Their journey of faith began in 1982, when a friend introduced them to Jesus in their living room. That moment changed everything, and they gave their hearts to the Lord.

Soon after, they became part of a vibrant and growing church in Johannesburg—Christian Family Church—founded by the faith-filled Pastors Theo and Bev Wolmarans. Richard and Esther began serving in children's ministry, eventually overseeing programmes that ministered to over a thousand children every Sunday. Later, they were employed as assistant pastors, caring for numerous house groups and investing deeply in the lives of others.

During this season, they felt an increasing conviction that God was calling them back to England to plant a church. One night, Richard found himself awake, standing before a map of the UK. He was drawn to a name he had never seen before: Ipswich. Through various scriptures and confirmations from different sources, Richard and Esther knew this was where God was leading them.

With little more than faith and some financial support from their church in Johannesburg, they arrived in Ipswich in 1997 and began the journey of planting a church. They started by holding services in their home—just the two of them at first. As doubts crept in, two families joined them. Two became four, and four became many more.

As the church grew, they moved to Kesgrave Community Centre, then to Heath Primary School in their second year. It became clear that a larger space was needed. The next step was Cedarwood

Primary School, newly built to serve the expanding Kesgrave community. Then known as Ipswich Christian Family Church, they held their first service the Sunday before the school welcomed its first pupils. At that time, the school was surrounded by open fields, and as the community grew, so did the church.

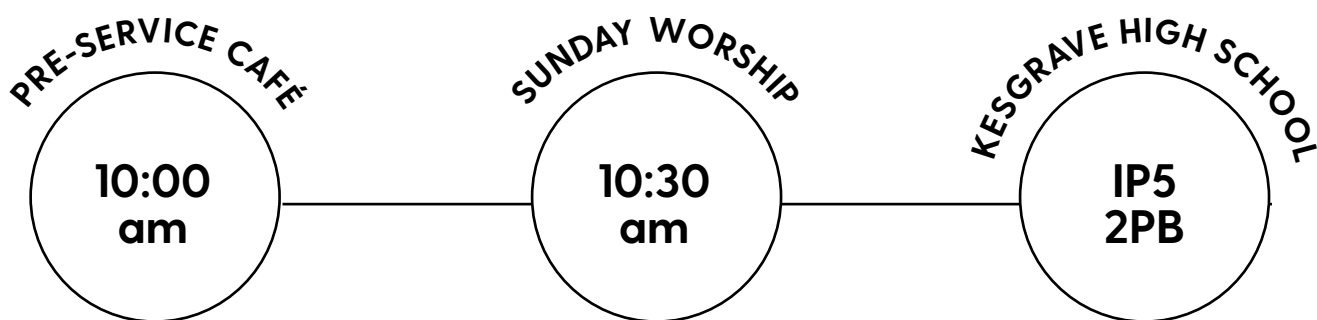
Eventually, Cedarwood could no longer accommodate the growing congregation. After several years of seeking a new home, Kesgrave High School opened its doors—an answer to prayer both from within the church and the school itself. It became a welcoming space where relationships could flourish, and the church could continue to grow. During the Cedarwood season, the name of the church was changed to 'Fields', recognising that God had strategically placed us as a church in an area that was ripe for harvest. Fields was seen as being an important part of the wider rural community as well.

Just as they were preparing to move into the High School, the COVID-19 pandemic hit, and plans were disrupted. For a time, it seemed the church might be left without a home. But God made a way. The church found temporary refuge in a barn on a farm surrounded by fields north of Ipswich. As lockdown finished, we were able to move into Kesgrave High School, where we remain.

Church life & ministry

Congregation & Gathering

Our congregation spans from young children through to retirees, and includes new believers, committed followers, and those exploring faith. The constantly moving dynamic of people growing, engaging and belonging gives us a genuine sense of family and belonging.



Worship and Services

- 1.** **Age-appropriate** children's work through named ministries (see below).
- 2.** **A lively and contemporary worship style**, using both modern and traditional songs.
- 3.** **A welcoming café time** before the service, providing space for relational connection and for newcomers to settle.
- 4.** A desire to make each service **accessible, meaningful and relevant** to both committed Christians and those exploring faith.



Ministries & Life Groups

Our ministry structure reflects our “church = family” ethos:
we believe we are one house with many rooms. Key areas include:

Life groups

Meeting mid-week across Kesgrave,
Bixley, Felixstowe and other locations.

*Children's
ministries*

Building identity in Christ and fostering friendships.

Buddies
(ages 1–Reception)

Explorers
(Reception–Y2)

Voyagers
(Y3–Y6)

Youth
(Y7–Y13)

*Men's
ministry*

Valour meets regularly to build identity, mission
and friendship in a male-centred context.

*Women's
ministry*

Kaleidoscope aims to foster a supportive environment
for women to be encouraged and equipped.

*Interest
groups*

Gatherings for specific interests such as
‘Petrol Heads’ (cars/bikes/engines) and other
social-connect opportunities.

*Volunteer
teams*

Our volunteers play a vital role in creating
an environment where people can connect
with God and each other.

Facilities

We lease premises at Kesgrave High School on Sunday mornings. The venue features:



A spacious hall for main worship gatherings.



Dedicated rooms for children's and youth work.



Convenient parking and accessible facilities.



Café area for pre-service hospitality.





Local context & community engagement

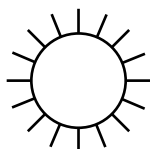
Local Setting

Kesgrave is a thriving residential town on the outskirts of Ipswich, Suffolk. Our venue on Main Road places us in a central and accessible location, positioned to serve families, commuters, and the broader district of East Suffolk.

APPROXIMATELY 15,000 PEOPLE LIVE IN THE KESGRAVE AREA

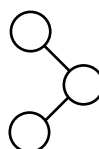
Community & Partnerships

We are actively involved in local and global ministry initiatives, supporting other organisations to help those most in need. Some of our current partnerships, outreach and community-actions include:



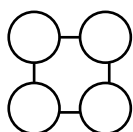
Outreach

Engaging with local families, young people and community needs through our ministries and life groups.



Networking

Participation in wider church networks and regional prayer initiatives.



Collaboration

A desire to expand into ministries such as homelessness support, prison chaplaincy, and Friday night street-pastors in collaboration with other churches and agencies.



Financial support

We support local initiatives such as FIND www.findipswich.org.uk and CYM www.c-y-m.org.uk.

Opportunity & Vision for Impact

We believe there is untapped potential to deepen our local engagement—especially in surrounding communities, engaging younger generations and collaborating more widely across Suffolk. We are looking for leadership that will help us move into our next season of impact: increasing our reach, strengthening our discipleship, and expanding our footprint of welcome and service.

KESGRAVE KITCHEN



PARK RUN



COMMUNITY CENTRE



MILSOMS RESTAURANT AND HOTEL



Leadership & Governance

Structure

Fields Church is Elder-led and supported by a leadership team that includes ministry leaders and volunteers. We place high value on accountability, transparency, prayer and mission-focused leadership.

The Combined Leadership Team (CLT) is recently formed, and consists of Elders, Trustees and leaders of core ministry areas. The team meets every six weeks, and is currently formed by the people below.

We are part of the Ground Level Network of churches and share fellowship, training and support with like-minded congregations. <https://www.groundlevel.org.uk>



Elder



Elder + Trustee



Trustee



Chair of Trustees, Community & Outreach, Teaching



Kids



Serving



Creative + Worship



External Trustee, Chair of CLT



Creative + Worship, Youth



Administrator



Book-Keeper

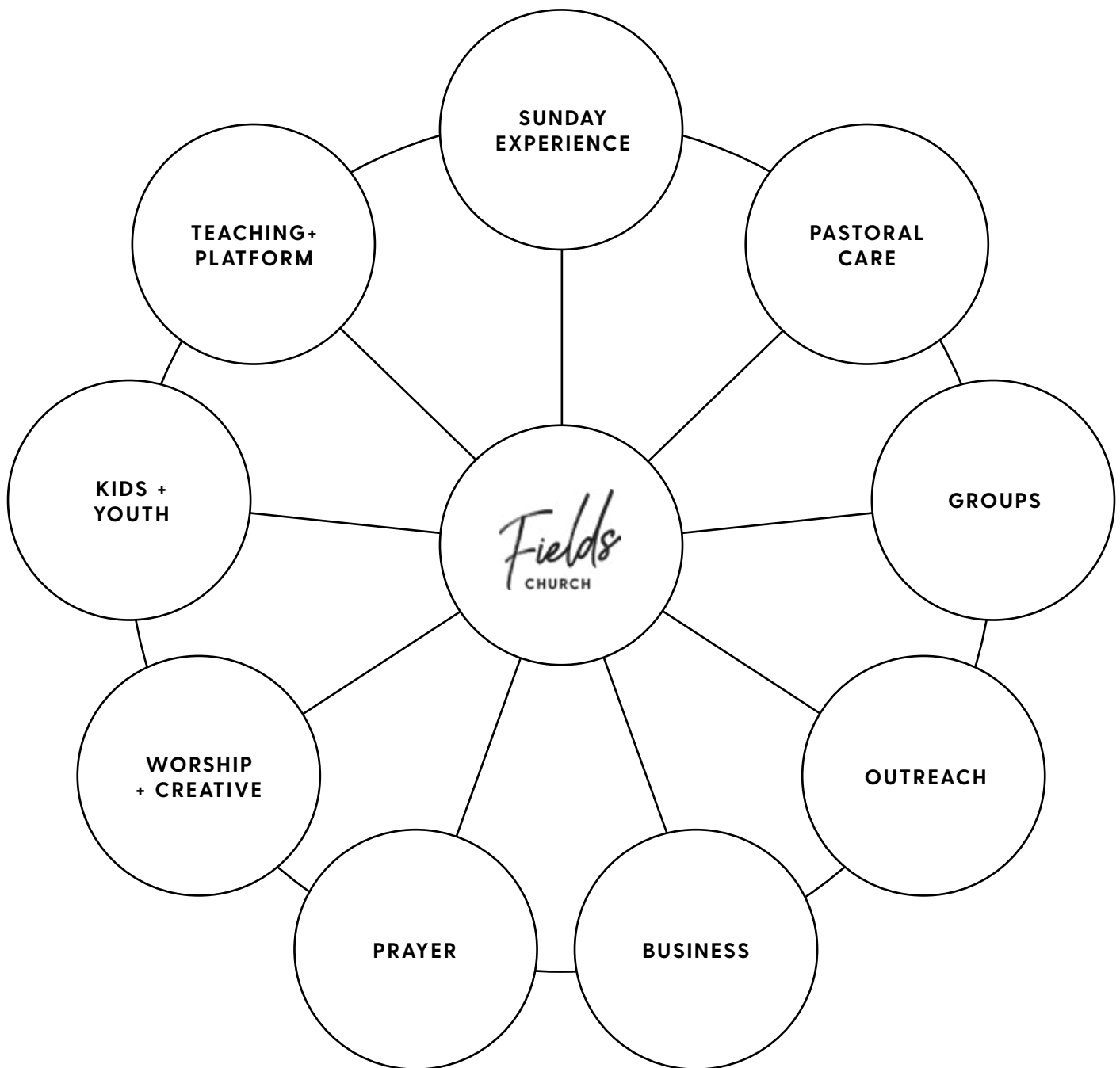
Fields Church employs two staff team members; an administrator (8 hours per week) and a book-keeper (15 hours per month).

A weekly meeting for the staff team and Elders takes place and line management support for employees is offered voluntarily through a member of the church.



Fields Church is committed to safeguarding children and vulnerable adults to the highest standard, and this is overseen by Beth and Josh in a voluntary capacity.

Fields Church is a registered CIO (charity number:1082134) and has trustees who are part of the CLT. The diagram below gives you an idea of the ministry areas that are represented within the CLT:



Our next chapter

With the retirement of our previous Senior Pastors (Richard & Esther), we are prayerfully seeking a new pastor who will bring:

- ✓ A humble, Spirit-filled approach to leadership.
- ✓ A deep commitment to biblical teaching and pastoral care.
- ✓ A heart for discipleship, multiplication and empowerment of all ages.
- ✓ The ability to lead us into our next season—growing our impact, strengthening our internal life, and reaching further out into the community.
- ✓ A collaborative spirit, working with elders, leaders and volunteers to release the gifts within the church family.

Vision for Leadership

We seek someone who can inspire our community to flourish in the core areas of Worship, Word, Welcome and Witness; to lead with grace, creativity and strategic insight; and to build a culture where every person—regardless of age or background—can connect, grow and serve.

Looking ahead

Priorities for the future

Some of our key focus areas in the next 3–5 years include:

Deepening Discipleship

Enhancing life groups, training, mentoring and leadership development for all ages.

Strengthening Youth & Children's Work

Building on our existing ministries to reach more families and younger generations.

Broadening Participation

Releasing and equipping more volunteers, fostering a culture of ownership and service across the church family.

Building a Sustainable Future

Ensuring we are well-resourced (people, facilities, finances) for continued ministry, including our property ambitions and long-term facility strategy.

Enhancing Our Presence

Both physically (through visible community action) and digitally (through online presence and streaming) to reach new people.

Expanding Outreach

Growing our local community engagement, exploring new locations, and responding to local needs in practical ways.

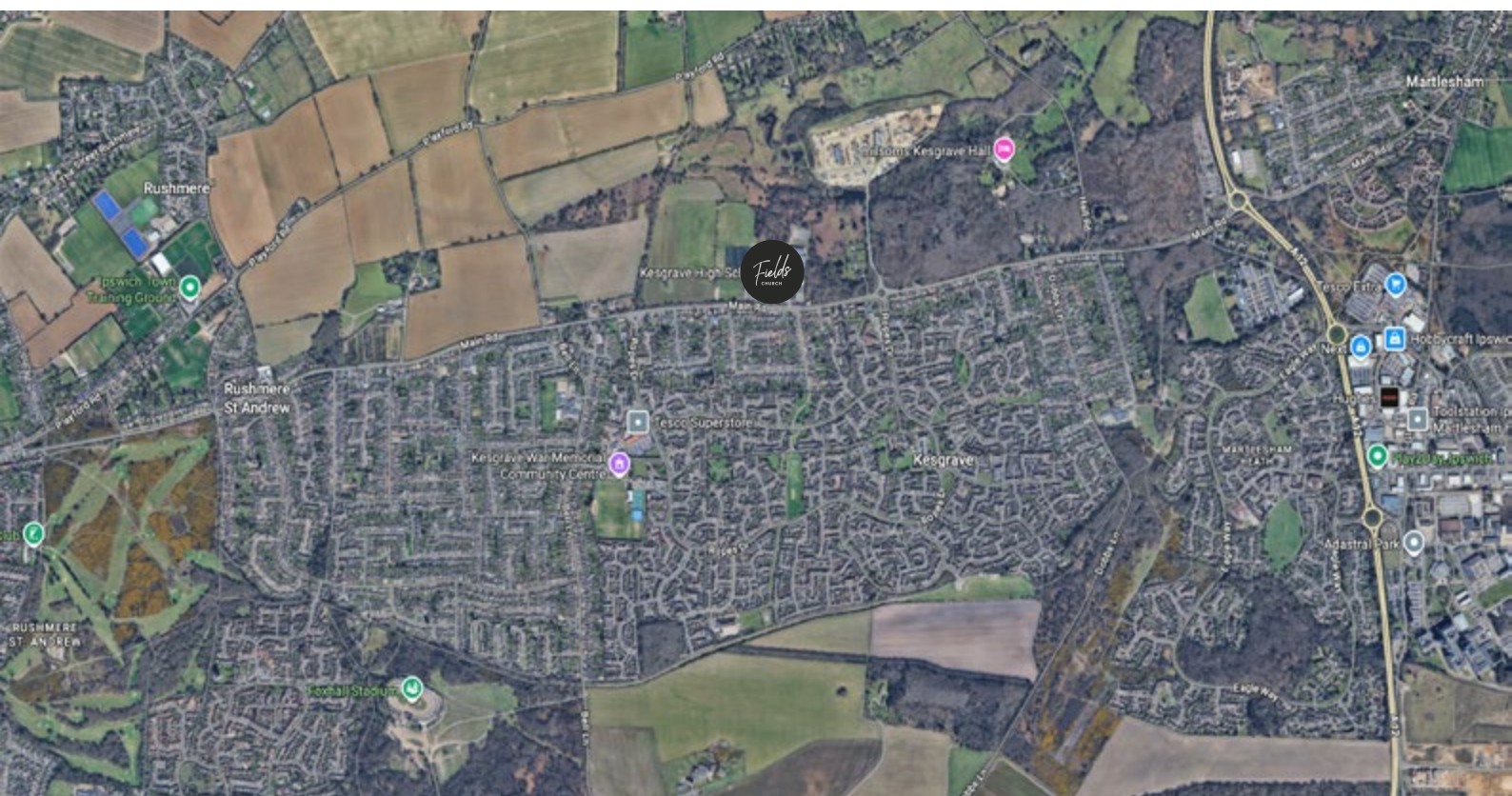
How to find us

Church Venue:

Kesgrave High School, Main Road, Kesgrave, IP5 2PB.

Sundays:

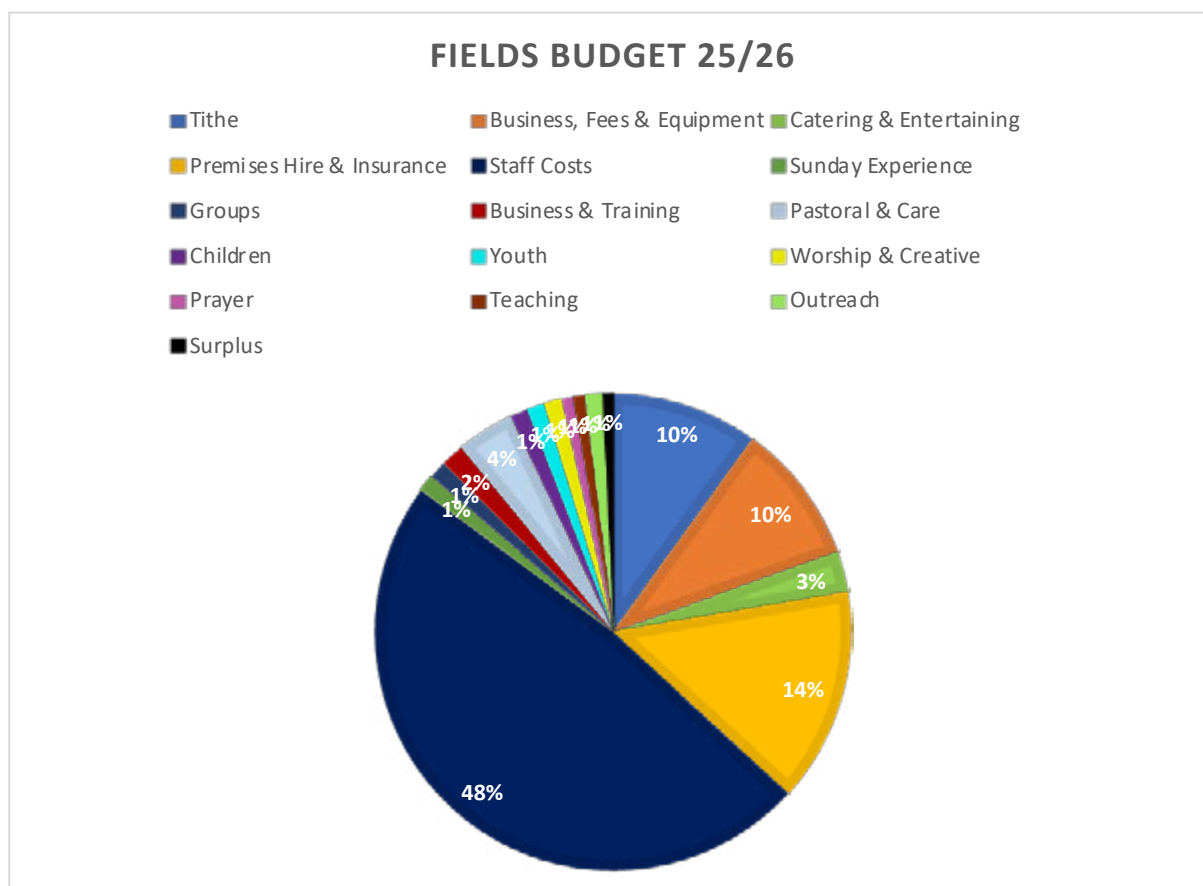
Café from 10:00 am, Service at 10:30 am.



Finances & Stewardship

Fields Church remains financially healthy, shaped by faithful giving and sound stewardship. We are committed to using our resources wisely to support our mission, invest in ministry, equip leadership, and engage our community both locally and globally. You can see simplified income and expenditure below: (accounts are available on the Charity Commission website)

	Financial period end date				
Income / Expenditure	31/08/2020	31/08/2021	31/08/2022	31/08/2023	31/08/2024
Total gross income	£108.03k	£89.28k	£108.51k	£101.93k	£103.88k
Total expenditure	£92.74k	£79.21k	£88.84k	£101.33k	£101.44k





Steve's Story

“

Jesus didn't mean a lot to me until about 20 years ago, when I started going to church to get to know my wife, as she would become. But going to church, I started to realise that the people going there had a peace about them—a sense of calm and security. I had a good job and a lovely girlfriend and a nice car and all those good things, was going there and feeling more and more uncomfortable. And the more I went to church, actually, the worse I felt. I felt more challenged because these people were at peace, and I was in more and more turmoil inside.

Over time, I got to know that the reason was that I hadn't committed to Jesus, and I just knew that I was loved by God, and that completely changed my life. Knowing that God's on my side is just an amazing feeling.

Fields Church is my local church, and immediately as we walked in, we just felt that warm, friendly atmosphere.

My wife and I, we both went along, and we started to serve—so setting up the church, getting the chairs out, getting the tables out, getting the coffee put on. And we loved it so much that we now run the serving team and arrange for everybody to help with various roles.

We have a 'Petrolheads' group, which I run as well—just a group for people that are interested in cars and bikes and things like that to meet up. You'll be surprised how many conversations come out of just talking about engines! The good thing is that everybody's got such an interesting story. Everybody comes from a different background, and the more you go to a church, the more you realise just normal people—people who've been through life's ups and downs, that people have had problems, people have had great success.

But I would say to you: if you've never been to church, come along and see what you're missing! It will change your life.

”

VIEW STEVE'S STORY >



www.fieldschurch.uk



[/fieldschurchuk](https://www.facebook.com/fieldschurchuk)



[/fieldschurchuk](https://www.instagram.com/fieldschurchuk)



recruitment@fieldschurch.co.uk

Statement of faith

What we believe

The programmes and activities governing the conduct of Fields Church are based upon, and at all times, shall be consistent with the following creed and beliefs:

1. The Scriptures

The Bible is the inspired Word of God, the product of holy men of old, who spoke and wrote as they were moved by the Holy Spirit. The New Covenant, as recorded in the New Testament, we accept as our infallible guide in matters pertaining to conduct and doctrine (II Tim 3:16, I Thess 2:13, II Peter 1:21).

2. The Godhead

Our God is One but manifested in three persons, the Father, the Son, and the Holy Spirit, being coequal. God the Father is greater than all, the Source of the Word (Logos) and the Begetter (John 14:28, John 16:28, John 1:14).

The Son is the Word flesh-covered, the One Begotten and existed with the Father from the beginning (John 1:1, John 1:18, John 1:14).

The Holy Spirit proceeds forth from both the Father and the Son and is eternal (John 15:16).

3. Man, his fall and redemption

Man is a created being, made in the likeness and image of God but through Adam's transgression and fall, sin came into the world. "All have sinned and come short of the glory of God." "As it is written, there is none righteous, no, not one."

Jesus Christ, the Son of God, was manifested to undo the work of the devil and gave His life and shed His blood to redeem and restore man back to God (Romans 5:12, Romans 3:23, Romans 3:10, John 3:8).

Salvation is a gift from God to man, separate from the works and the law and is made operative by grace through faith in Jesus Christ, producing works acceptable to God (Ephesians 2:18).

4. Eternal life and new birth

Man's first step toward salvation is Godly sorrow that worketh repentance. The new birth is necessary to all men and when fulfilled, produces eternal life (II Cor 7:10, I John 5:12, John 3:3-5).

5. Water baptism

Baptism in water is by immersion and is a direct commandment of our Lord and is for believers only. The ordinance is a symbol of the Christian's identification with Christ in His death, burial and resurrection (Matt 28:19, Romans 6:4, Col 2:12, Acts 8:36-39).

The following recommendation regarding the Water Baptismal formula is adopted:
"On the confession of your faith in the Lord Jesus Christ, the Son of God and by His authority, I baptise you in the name of the Father, Son and of the Holy Spirit. Amen."

6. Baptism in the Holy Spirit

The Baptism in the Holy Spirit and Fire is a gift from God as promised by the Lord Jesus Christ to all believers in this dispensation and is received subsequent to the new birth. This experience is accompanied by the initial evidence of the speaking in other tongues as the Holy Spirit Himself gives utterance (Matt 3: 11, John 14:16-17, Acts 1:8, Acts 2: 38-39, Acts 19:1-7, Acts 2:4).

7. Sanctification

The Bible teaches that without Holiness no man can see the Lord. We believe in the doctrine of Sanctification as a definite yet progressive work of grace, commencing at the time of regeneration and continuing until the consummation of Salvation (Heb 12:14, I Thess. 5:23, II Peter 3:18, II Cor 3:18, Phil 3:12-14, I Cor 1:30).

8. Divine healing

Healing is for physical ills of the human body and is wrought by the power of God through the prayer of faith of the laying on of hands. It is provided for in Christ's redemption for us, and it is the privilege of every member of the church today (Mark 16:18, James 5:14-15, I Peter 2:24, Matt 8:17, Isa 53:4-5).

9. Resurrection of the just and the return of our lord

The angels said, "This same Jesus shall so come in like manner." His coming is imminent. When He comes, "The dead in Christ shall rise first; then we which are alive and remain shall be caught up together with them in the clouds, to meet the Lord in the air." (Acts 1:1-11, I Thess 4:16-17).

10. The doctrine of hell

Jesus warned His hearers of the eternal punishment awaiting those who reject Him (Matt 13:40-42, 25:46, Heb 9:27).

11. The ordinance of the Lord's supper

The ordinance of the Lord's supper shall be observed regularly as enjoined in the Scriptures (Luke 22:19-20, I Cor 11:23-26).

Pastor Application Process

We want to make the application process as clear, straightforward, and welcoming as possible, and to let you know what to expect throughout.

1. Application

We invite applicants to send us the following **by 13th January 2026**:

- **Completed application form:**

We will not contact your referees unless you are shortlisted for an interview, and we will notify you before doing so. All personal data submitted as part of the application process will be handled in accordance with UK General Data Protection Regulations (GDPR) and Fields Church's data protection policy.

- **Covering letter:**

This is your opportunity to tell us about yourself, your experience, and why you would like to serve at Fields Church. Please explain how you meet the essential and desirable qualities, skills, and experience outlined in the job description and person specification. We'd also be particularly keen to hear:

- Whether you believe God is calling you to this specific role at Fields Church, and if so, more about that.
- How your leadership, experience, and skills align with the duties and person specification for this role.
- A brief summary of your spiritual journey and leadership philosophy.

Please send this information to Fields Church via email – **recruitment@fieldschurch.co.uk**, with the subject line marked: "Pastor Application – [Your Name]".

2. Selection & Discernment Process

Our selection process is designed to be prayerful, thorough, and fair.

If your application is successful, you can expect the following:

- **Informal video call:**

We recognise that some applicants may live some distance from Fields Church.

As part of the shortlisting process, before we invite anyone to travel for interview, we will invite some candidates to an initial informal conversation via video call.

- **References:**

We will begin contacting your named referees.

- **Initial panel interview:**

Shortlisted candidates will be invited for an in-person interview with the appointment team, expected to take place in mid to late February 2026.

- **Practical assessment & congregation meeting:**

Shortlisted candidates will be invited to undertake some practical, written, and scenario-based tasks. They will also meet the congregation through guest preaching at a Sunday service, participating in a Q&A session, or joining a church lunch. Candidates will have the opportunity to meet the Elders, core leadership team, trustees, and ministry leaders. These meetings will be a two-way process—giving you the chance to ask questions as well as answer them.

- **Decision:**

We aim to make a final decision and inform all candidates during March 2026.

We appreciate your time and prayerful consideration of this role. Our discernment process is mutual—we are equally keen for you to use this process to discern whether this role and church are the right fit for you, and whether you believe God is calling you to serve here.

If you would like clarification on any aspect of the application pack or have specific questions, please do get in touch. We look forward to receiving your application.

Job description

Role Title:	Pastor
Employed by:	Fields Church
Responsible/Accountable to:	Church Elders and Core Leadership Team (CLT)
Work base:	Home-based, with Sunday services at Kesgrave High School
Contracted hours:	40 per week
Contract length:	Permanent, subject to 6 months' probation
Salary:	£32,000 - £40,000 subject to experience and qualifications
Holiday entitlement:	25 days plus UK bank holidays 6 Sundays during each calendar year
Start Date:	To be confirmed

Vision:

At Fields Church our guiding motto is **"Heart for God. Heart for people."**

We seek to live this out through four core commitments:

Worship

We aim to glorify God in all we do, both in our gatherings and in our daily lives.

Word

We are grounded in Scripture, believing the Bible is God's living word to us; our teaching, discipleship and life groups reflect that.

Welcome

We intentionally cultivate a culture of hospitality, belonging and care for one another and for our neighbourhood.

Witness

We desire to show the love of God to our local community, and beyond, through our words, actions and relationships.

Aims:

We are prayerfully seeking a new pastor who will bring:

- ✓ A humble, Spirit-filled approach to leadership in our new season.

- ✓ A commitment to biblical teaching, upholding the authority of Scripture, aligning to our Statement of Faith.

- ✓ A commitment to pastoral care.

- ✓ A heart for discipleship, growth, and empowerment of all ages.

- ✓ A willingness to work collaboratively with the leaders and volunteers of Fields Church, promoting and releasing the gifts therein.

Vision for leadership:

We seek someone who can inspire us to flourish in the core areas of Worship, Word, Welcome and Witness; to lead with grace, creativity and strategic insight; and to build a culture where every person—regardless of age or background—can connect, grow and serve. We see our Pastor as an ambassador for the church, and to be the key figurehead championing the church within the community.

Person profile:

(see person specification for specific role-related requirements)

- A Spirit-filled, servant-hearted, person with a genuine love for God, and a heart to share this with our community.
- Help us grow in our love for God and our discipleship journey.
- An effective leader who will help us grow and develop the five-fold ministry within the Church.
- A concern for people's welfare and for providing pastoral support.
- In agreement with the Fields Church Statement of Faith.
- A person with a strong knowledge of the Bible and confidence in communicating these truths effectively through both teaching and evangelistic activities.

Main duties and responsibilities:

In carrying out your responsibilities for Fields Church, there will be the need for flexibility in your role. The list below gives suggestions of the types of tasks that are likely to be regular aspects of the ministry:

Leadership Development

- Work with church leadership to establish and execute a vision and strategic plan for the church's growth and leadership development including raising up individuals and teams.
- Ensure that staff team members and volunteers are mentored, developed and supported, as appropriate.

Spiritual Leadership

- Provide spiritual leadership, biblical guidance, and support pastoral care to the church, fostering a culture of love for God and love for people.

Teaching and Preaching

- Ensure that programmes and biblical teaching are in place for church services and community engagement.
- Plan services, collaborating with the worship, prayer and other relevant teams, to ensure that services are meaningful, spiritually enriching, and can be applied to everyday life.

Pastoral Care

- Provide pastoral care to the church leadership team and work alongside the pastoral care team, supporting care of church members, visiting the sick, counselling those in need, and offering support during times of crisis.

Discipleship

- Facilitate and encourage spiritual growth and discipleship through the development and implementation of life groups and other groups as appropriate with the relevant leadership teams.

Administration

- Work alongside the administrator and the Leadership Team to support the administration and management of church operations, including budgeting, financial planning, and personnel management.
- Work with Elders and Leaders to ensure that all areas of church ministry and outreach are supported and facilitated as necessary.

Community Outreach/Events/Gatherings

- Engage and build relationships within the local community, participating in outreach and mission activities, and collaborating with other organisations to support the needs of the community.
- Perform other pastoral duties, including participating in weddings, funerals, baptisms, and dedications, as required.

Associated duties:

- Participation in local church leaders' groups and working in partnership with other organisations such as Together for Ipswich.
- Engagement with local schools and the Kesgrave Town Council.

Employment terms:

This is a full-time, permanent post. Appointment is subject to compliance with Fields Church's Safeguarding Policy, including satisfactory references and an enhanced DBS disclosure. Fields Church is committed to safeguarding and promoting the welfare of children and vulnerable adults. Fields Church complies with all UK health and safety legislation and has policies in place to ensure the welfare of employees and volunteers. A normal working week will average 40 hours, but flexibility is required with this due to the nature of the role. The employment is also subject to a minimum probation period of 6 months, which may be extended, at the discretion of the Elders/Core Leadership Team. The appointment is conditional on proof of the right to work in the UK (<https://www.gov.uk/prove-right-to-work>).

The successful applicant will be expected to be fully committed to Fields Church Christian ethos and will need to personally demonstrate a commitment to the Christian faith.

This post has a Genuine Occupational Requirement under Schedule 9, Part 1 of the Equality Act 2010 to be filled by a practising Christian. This is necessary to preserve the Christian ethos of Fields Church and to enable the post-holder to effectively carry out the spiritual and leadership responsibilities of the role. We are committed to promoting equality and diversity and welcome applications from all suitably qualified individuals, regardless of background, who meet the occupational requirements. It is essential that you agree with the Fields Church Statement of Belief.

Detailed 'Terms and Conditions of Employment' will be issued separately, including information regarding pension arrangements, health and safety and disciplinary and grievance procedures.

Person specification

Essential qualities & experience

- **Spiritual and personal maturity:**
Sound theological knowledge, baptised (in water and Spirit)
combined with a life rooted in prayer, worship and dependence on the Holy Spirit.
- **Good Character:**
Demonstrating Christ-like character, promoting the gifts of the Holy Spirit,
honesty, integrity and a humble openness to personal growth and accountability.
- **Authentic communicator:**
Able to teach and preach biblically sound messages that are accessible,
relevant, and communicated in an authentic and engaging way.
- **Pastoral leadership:**
Demonstrated experience in leading and caring for a church
community or Christian organisation, fostering acceptance and spiritual growth.
- **Passion for the next generation:**
A clear heart for children, families, youth, and young adults, equipping them to live boldly as disciples
of Jesus; seeing and treating them as part of today's church and not tomorrow's.
- **Team leadership:**
A collaborative team player who delegates well, communicates clearly,
and develops leaders across all ages and backgrounds.
- **Relational builder:**
Strong interpersonal skills to build relationships inside and outside the church,
with the ability to represent the church in the community and wider town.
- **Cultural awareness:**
Able to maintain and grow a culture that is welcoming to the unchurched
– real, authentic, and approachable.
- **Ministry pioneering or development:**
Experienced in initiating or developing new ministries or projects,
with the ability to innovate and have experience in managing change.
- **Right to work in the UK:**
Must hold a UK passport, settled status, or valid visa granting the right to work in the UK.
- **Safeguarding:**
The successful candidate will be required to hold and maintain an up-to-date Enhanced Disclosure
and Barring Service (DBS) certificate as part of our safer recruitment process.

Desirable Qualities & Experience

- Formal theological training and/or ministry accreditation, or a commitment to pursuing appropriate training in an agreed timescale.
- Experience of working within a charitable or church governance structure.
- Track record of developing outreach initiatives and community engagement.
- Experience of managing direct reports or staff teams.
- Experience of building multi-generational and multicultural church communities.