

CAUSEWAY COAST VINEYARD

Senior Pastor Job Description

Role:	Senior Pastor
Location:	Causeway Coast Vineyard, Hillmans Way, Coleraine
Responsible to:	CCV Board and Vineyard Ireland overseer
Salary:	TBC – depending on experience
Pension:	A generous staff pension with a 5.5% employer contribution is provided in this role
Hours of Work:	Full time
Holiday allowance:	23 holiday days and 8 statutory days
Final application date:	5pm, Friday 9 th August 2024
Start Date:	As soon as possible; date to be mutually agreed

Causeway Coast Vineyard

Causeway Coast Vineyard (CCV) is growing a healthy, missional, supernatural and compassionate church community pursuing God's heart for the Causeway Coast area. Our passion is to be:

- Missional – where lives are changed as people encounter Jesus
- Supernatural – where each person is living their everyday lives empowered by the Holy Spirit
- Compassionate – where our community is transformed with hope-filled generosity
- Healthy – with a church culture forming disciples who extend God's Kingdom

CCV is a vibrant, pioneering, missional community in the north coast of Northern Ireland with around 700 people attending Sunday services. We have a significant compassion ministry and a staff team (including Compassion) of approximately 40 people.

We are part of the [Vineyard movement \(VCUKI\)](#) and subscribe to the [Vineyard](#) as well as the [Evangelical Alliance](#) statements of faith. See more about us at: <https://causewaycoastvineyard.com>

Job Summary

We are seeking to appoint a Senior Pastor or Senior Pastors who share our heart to see a healthy, missional, supernatural and compassionate church community pursuing God's heart for the Causeway Coast area.

We are open to appointing an individual or a couple to the role of Senior Pastor(s). If it is a couple, we would explore at interview how each person's employment would be structured.

Following a review process and the resignation of the previous Senior Pastors in October 2023, the church has been through a reset process. The ideal candidate will have led in a large church context and have experience in creating and maintaining healthy culture.

KEY RESPONSIBILITIES

The role of Senior Pastor involves overall spiritual and operational leadership of CCV church and oversight of Vineyard compassion (VC) working with the Compassion CEO. Core responsibilities include.

1. Uphold values, create culture and set vision and strategy
 - a. Seeking God's will and direction and working together with senior leadership, you will take responsibility for defining and upholding values, creating culture and setting vision and strategy that will help to lead CCV into becoming an increasingly Jesus-centred church which is both inwardly strong and outwardly focused.
 - b. You will model these in all aspects of your personal life.
 - c. You will work closely with the Vineyard movement, and you will play an active and engaged role at both Ireland and VCUKI levels.
2. Lead, inspire and empower
 - a. You will communicate and model CCV's vision, mission and values clearly, passionately, powerfully and creatively - with staff, leaders and church family members
 - b. You will lead the staff team, particularly the senior leadership team
 - c. You will work so that staff and leaders are committed to the vision, clear about their roles and objectives, motivated to perform and feel connected to each other and the church
 - d. You will inspire, equip and empower leaders from across the CCV church family to step into all God has for them, resourcing existing and new ministries
 - e. You will motivate healthy teamwork, good communication and mutual respect both in and between the various teams
 - f. You will be devoted to prayer and worship, ensuring these permeate your life and the life of the church
3. Teach in the power of the Holy Spirit
 - a. Working with the Teaching Pastor, you will set the teaching priorities and grow the internal teaching team
 - b. You will have and/or develop a network of speakers and partners within the Vineyard movement and beyond
 - c. You will teach regularly on Sunday and other times, communicating the word of God with excellence
 - d. You will maintain a focus on the supernatural: comfortable ministering in the presence and power of the Holy Spirit
4. Oversee spiritual formation and pastoral care
 - a. You are responsible for the spiritual health and growth of the church, bringing her progressively to a high and sustained standard of spiritual maturity

- b. You will work with the staff team to set a strategy for spiritual formation / discipleship and you will oversee how this is delivered
 - c. You will work with the staff team to set a strategy for pastoral care and you will oversee how this is delivered
- 5. Maintain outward focus and oversee Vineyard Compassion (VC)
 - a. You will focus the church outwards and steer efforts to see our communities transformed through the power and love of Jesus, one life at a time
 - b. You will pray with and lead others into a personal relationship with Jesus, modelling this for the church
 - c. You will oversee the VC CEO and the strategic direction of VC
 - d. Together with staff and leaders you will build relationships with key community leaders and partners, working together to transform our communities as well as communities across the world as God leads
- 6. Manage CCV and VC responsibly
 - a. You will sit as a board member for both CCV and VC, keeping the board informed and presenting the vision, strategies and resource requirements of both organisations as well as monitoring and reporting progress
 - b. You will liaise as needed with the Vineyard overseer and the wider movement, receiving and providing support
 - c. You will oversee the effective working of all CCV (and VC) ministries in an integrated manner
 - d. Working with the Operations Director, you will manage CCV finance and budgets responsibly
 - e. Working with the Operations Director, you will oversee the management of staff and risk (including safeguarding, health & safety, etc), escalating as needed to the board and / or other responsible organisations

This is not an exhaustive list of duties.

ADDITIONAL INFORMATION

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

- **Character** – You love Jesus, love the church and are committed to our mission and life here at CCV.
- **Competence** – You are an outstanding person with a high level of gifting and ability.
- **Chemistry** – You are a relational fit with our team, particularly those you will be working closely with.
- **Culture** – You will engage with, embrace and impart the culture of Causeway Coast Vineyard.
- **Calling** – You must be called by God to Causeway Coast Vineyard and this role: both you and we will need to discern this call.

PERSON SPECIFICATION

Qualifications

- Degree level qualification or equivalent
- Theological training and/or qualifications (and desire to continue learning)
- Leadership training and/or qualifications (and desire to continue learning)
- Driving licence desirable

Experience and skills – Capability

- Proven experience leading significant teams (staff and volunteers)
- A teaching gift and ability to work in a teaching team context
- Experience of leading spiritual formation / discipleship in a church, preferably in a NI or wider Ireland/UK context
- Significant ministry leadership experience at a medium (250+ person) or large (500+ person) church
- Commitment to be physically present at CCV and in the community both during the week as well as Sunday services (rather than extensive external speaking and/or leading commitments)
- Proven track record of equipping, coaching and training servant leaders who lead with excellence
- Experience working in a complex environment requiring clear decision making
- Able to communicate vision clearly and effectively
- Able to manage multi-faceted responsibilities

Experience and skills – Culture

- Experience stewarding the supernatural
- Heart for community transformation
- Able to commit to the Vineyard movement and model Vineyard DNA
- Commitment to mission and evangelism: Everyone, everywhere, every day
- Heart for the church family – shepherd of the flock
- Able to establish healthy working relationships with all types of people

Character / personal

- Demonstration of faith in Jesus, including willingness and ability to share your faith
- Life-long learner: able and willing to reflect on yourself; eager to improve your skills and strengths
- Commitment to the [statement of faith of Vineyard Churches UK and Ireland](#) ([see here](#)) and passion for the work of Causeway Coast Vineyard together with a commitment to the [CCV ethos and practice](#)
- Able to work within the framework of a collegiate leadership structure and show a high degree of relational and emotional intelligence
- A clear awareness of your strengths and a requisite track record in utilising them in a leadership and team context
- Emotionally healthy, resilient and mature, modelling healthy accountability