

Information Pack

Pastor for Spiritual Formation Full-Time



RIVERSIDE church

**John Street
Ayr KA8 0BS**

www.riverside-ayr.org

Church Office: 01292 262686

Riverside Church Profile

Riverside Church is an independent evangelical church located in the town of Ayr in the West of Scotland. We are not part of a denomination but are governed by a group of trustees and elders selected from the church membership. We are members of the Evangelical Alliance and adhere to their Basis of Faith. For more information on our beliefs, objectives, practices, and the qualifications for membership – please see the attached document, 'Riverside Church Statement of Faith'. The successful candidate would require to be in agreement with this document and happy to sign the 'Membership Covenant' that it contains.

Our Mission: Growing followers of Jesus.

Our Vision is to be an intentional community of grace by worshipping, praying, caring, sharing Jesus, and going deeper with God.

More information about our vision and values (including our 5-year plan) can be found in our vision document which can be downloaded from our website: ['Riverside Vision, Values & Planning for 2020 and beyond'](#).

Staff Team Vision:

We currently have one full-time Pastor and a part-time Administrator. After prayerful deliberation and careful consideration of the needs of the church, the Elders feel that the church requires to increase the staff from one to three Pastors. We are excited to be creating a new staff team to help lead and develop the mission of our church. The staff team will be composed of a Pastor for Spiritual Formation, a Pastor for Community and Pastoral Care, and a Pastor for Youth and Children's Ministry.

We are looking to establish a relational and collaborative ministry. Staff will meet weekly, support one another, and share certain responsibilities. Priorities will be determined in collaboration with our Ministry Leaders and Planning Group, under the authority of the Elders. Staff will support one another, hold one another accountable, and track progress together.

We hope that this collaborative approach will help integrate various areas of church life so that no one role or area of ministry stands separate from the others. This approach should lead to all these areas of ministry being seen as mainstream and vital to the purposes, goals and experience of church at Riverside.

The quality and character of the individuals employed will be key. Therefore, the responsibilities listed below may be adjusted to fit with the gifts and abilities of the person employed in each role. The listed responsibilities will be shared with other members of the staff team, Planning Group, Ministry Leaders and other volunteers within the church family.

About Riverside:

We are a church of almost 200 members with a mix of ages and backgrounds. We gather as a whole congregation and in smaller groups in order to be equipped to live out our faith as a scattered community in our various contexts throughout the week. We exist to see the kingdom of Jesus transform the communities in which we live, work, play and worship.

The church building is located near the town centre and is also adjacent to a housing area recognised as suffering from multiple deprivation. We are committed to working with our neighbours and various local agencies to make a positive difference to people's lives. Some of this work is undertaken by a charity established by the church: Riverside Community Trust (RCT). RCT

currently has 2 full-time employees and 3 part-time employees – all working from the church building. You can read more about RCT [here](#).

The church is well used throughout the week with a combination of church activities, RCT services and various partner organisations who help serve the needs of our local community. We also go out and work alongside local schools, nursing homes, and other local churches. In January 2021, in partnership with Christians Against Poverty (CAP) and two other churches, we established the Ayr Debt Centre – helping to release local people out of poverty and introducing them to Jesus.

Our mission, ‘Growing followers of Jesus’, reflects both our desire to reach out to those who don’t yet know Jesus, and our desire to be continually growing and developing in our own relationships with Jesus. We regularly run Alpha courses and have found these to be a relaxed and accessible way for people to grow in their understanding of Jesus and the Christian faith. Our larger church gatherings provide a welcoming environment, and include a mix of contemporary and more traditional worship songs. Teaching and preaching is a vital part of these times together. We often, week-by-week, work through a book of the Bible, varying this (from time to time) with more thematic approaches.

Alongside our commitment to our local community, we are also committed to praying, fund-raising, and practically serving communities abroad. We enjoy a close relationship with Kitega Community Centre, Uganda – an indigenous project working with children and young adults with special needs. We partner with various Christian organisations including Tearfund, LatinLink, OM, Scottish Bible Society, and Open Doors. We also have church members serving abroad in Asia and Central America.

We encourage everyone who comes to Riverside to join a small group. This is key to how we learn together, pray and care for one another, and reach out in practical service and witness.

We run programmes for children and young people – encouraging and assisting them to grow as followers of Jesus. We have great teams of volunteers who run a Sunday morning club for children (called Explorers) and a summer holiday club. Another team run youth events – primarily a Sunday evening group and a mid-week Bible study. We enjoy good relationships with other local churches and regularly run joint youth activities – including an annual trip to Magnitude.

Further Information

Application Forms can be downloaded alongside this document at <https://www.riverside-ayr.org/vacancies>

All applications should be returned to **ian.gall@riverside-ayr.org**

As we begin to promote this post (1 June 2022) no closing date for applications has been set. We will prayerfully consider all applications as they arrive and, once we have a selection of potentially suitable candidates, we will move the process on to formal interviews. We would hope to have a candidate in post by the end of the year.

If you have any **further questions**, or would like to discuss the role with someone, please feel free to contact Pastor Ian Gall at ian.gall@riverside-ayr.org

Role Description

Job Title: Pastor for Spiritual Formation

Accountable to: Elders

Reporting Structure:

Pastors & Elders will work on the spiritual growth and direction of the church together - setting vision, agendas for working groups, and directing pastoral care.

A line manager will be appointed by the Elders to conduct quarterly personal development meetings and an annual review.

An external mentor will also be provided (by the elders or by the successful candidate) to enable regular meetings for encouragement, advice and support.

Aims and Objectives:

To provide spiritual leadership to Riverside by:

- Encouraging a culture of life-long learning, spiritual development and practical service.
- Growing confident followers of Jesus.
- Help identify, train and develop leaders for ministry in church, workplace and the community.

Principal Duties:

- 1) Encouraging a culture of life-long learning, spiritual development and practical service
(The principal duties have been split into 3 sections - this area of duty is expected to occupy approximately 50% of the post holder's working hours)
 - a) Develop and oversee a discipleship pathway which includes Sunday preaching, short courses, training events, small groups, and mentoring.
 - b) Serve as Riverside's primary Bible teacher and maintain the Biblical integrity of Riverside's teaching.
 - c) Encourage an appetite for spiritual growth among members and adherents. Helping them to take responsibility for their own spiritual development.
 - d) Develop and coordinate courses for membership, baptism, marriage, etc.
 - e) Encourage the prayer life of the church and develop a prayer ministry team.
 - f) Help identify and grow future leaders.
- 2) Ensure the effective running of all Riverside ministries in an integrated manner by (approx. 25% of working hours)
 - a) Overseeing the appointment and mentoring of Ministry Team Leaders.
 - b) Encouraging new ministries which provide members with opportunities to serve and grow together.
 - c) Working with the various Ministry Teams. Helping them to understand the practical and theological significance of their ministry.
 - d) Sharing responsibility for weddings, funerals, etc with Pastor for Community Outreach and Pastoral Care.

3) Third priority and remaining 25% of work time to be allocated in discussion with successful candidate in accordance with their gifting, talent and vision.

Person Specification

The prospective employee would be expected to have, and be able to demonstrate at interview:

- Spiritual maturity. A committed Christian who is able to fully support Riverside's values and basis of faith (see earlier links under 'Church Profile').
- A Passion for God, His Church, and the local community
- A willingness to commit to Riverside's plural leadership structure. An ability to work alongside fellow leaders with love, encouragement, and a spirit of support and grace. You will need to be able to accept, and handle with love, the weaknesses of the leadership team and individual failings.
- A clear sense of call from God to serve his church through vocational ministry. More specifically, to serve his church at Riverside in this particular role, and to see his kingdom grow both here and abroad.
- A discerning person devoted to prayer and reading in order to grow spiritually.
- Possessing emotional and relational intelligence and wisdom.
- Effective problem solver; skilled in healthy conflict-resolution.
- Effective collaborator; team player and team builder.
- Encouraging, motivating, clear and effective communicator.
- A passionate disciple-maker, doing the work of an evangelist and, in conjunction with the Pastor for Community Outreach, teaching the church to be outward-focused. Equipping people both to be disciples and to make disciples.
- Meets character qualifications of 1 Timothy and Titus.
- A teacher who communicates the Word of God with excellence, in ways that are practical, relevant, and understandable to a diverse audience.
- A willingness to work with other churches and develop current relationships.

Essential:

- Substantial and verifiable ministry experience in leading a church.
- Strategic thinking and execution in progressive development of a church.
- You will be able to encourage the spiritual growth of all members of Riverside's church community.
- A degree in theology or biblical studies.

Desirable:

- Proven experience in change management and people management.
- Previous experience of leading a church through transition and growth.

Outline of Terms and Conditions (Contract)

Salary:	£30,000 - 36,000 subject to experience and qualifications
Tenure:	Initially for a period of 3 years
Hours:	37.5 hours a week over 5 days, flexible working will be required
Annual Leave:	You will be entitled to 30 days paid annual leave (inclusive of statutory days) plus an additional 5 days annual study leave
Pension:	A contribution to a recognised pension scheme will be provided in consultation with the post holder
Probationary Period:	6 months
Notice Period:	3 months
Expenses:	Reasonable working expenses will be covered
Location:	You will be based at Riverside Church where you will be provided with the use of office space. There is some flexibility for you to work from home when appropriate
Contract:	The contract of employment will be with Riverside Evangelical Church, Ayr
Pre-Employment Checks:	This appointment is subject to satisfactory references and a satisfactory PVG check
Right to Work:	The post holder must have the right to work and reside in the UK
Equality Act:	There is a genuine occupational requirement within the meaning of the Equality Act for the post-holder to be a practising Christian