

JOB DESCRIPTION

Associate Pastor

Reality Church London (RCL) is a gospel-centred church located in Central London. Planted in 2016, we are a vibrant and growing church preparing for our next season of ministry in the city. We are hiring an Associate Pastor whose experience, skills, and passion will continue to help us fulfill our church's mission to be a community following Jesus, making him known, seeking the renewal of London.

As our church grows in size, complexity, and ministry impact, the Associate Pastor will play a key role in the future life of our church by providing oversight for our Sunday worship services, helping to grow a culture of Disciple & Training, and supporting and growing our local and global mission. This would come alongside strategic input and preaching/teaching elements.

The Associate Pastor will report to RCL's Lead Pastor.

Role & Responsibilities

- **Preaching:** regular preaching at our Sunday services alongside the lead pastor and helping to plan and shape sermon series
- **Discipleship & Training:** shape a culture of discipleship across the church. This would involve creating and initiating discipleship courses, training and modelling and implementing triplets/1-2-1 to encourage deeper discipleship across the church. Would also want the pastor to lead the growing Men's Ministry at RCL.
- **Pastoral Care:** good knowledge, experience and practice in pastoral care and spiritual guidance in a diverse setting
- **Strategy & Execution:** working closely with the Lead Pastor and elders to shape and implement the strategic ideas and goals for the church
- **Leadership Training:** Finding, building and training leaders across the church including CG leaders, serving team leaders and deacons.
- **Local Mission:** To grow and run RCL's local mission throughout London, through outreach, Evangelism and our Serve the City ministries (Gospel and social renewal ministries). This would involve practical Evangelism, running Christianity Explored or Alpha, encouraging a culture and boldness in evangelism and deepening integration of Faith and Work. Provide teaching and training for RCL's members around biblical vision and practical skills to serve the city. Identify new Serve the City partners and strengthen relationships with existing Serve the City partners (e.g. LCM and Webber Street).
- **Global Mission:** Develop RCL's vision for Global Mission: finding appropriate Global Mission partners, helping the church to grow in understanding for the need for Global Mission, and developing and inspiring missionaries from within RCL.

Qualifications

Pastoral & Personal

- Formal theological degree and/or substantial theological training.
- A love of the church coupled with deep humility
- A seasoned and experienced leader with experience of leading teams

- Prior experience of working in a church highly preferred
- A self-starter able to work on own initiative, proactively identify issues, and creatively problem-solve in a fast-paced environment.
- Empathetic and approachable with strong pastoral experience.
- Agreement with RCL's affirmation of faith.
- Character and lifestyle of a spiritual leader, as described in 1 Timothy 3v1-18.

Organisational essentials

- Excellent written and oral communication skills including representing RCL in other contexts.
- Numerate and able to deal with basic financial systems and budget management.
- Able to prioritise competing demands and work to deadlines
- Able to think strategically and anticipate well.
- Strong organisational skills, time management and comfortable within an office environment.
- Computer literate with Microsoft Office packages (e.g. Word, Excel, email).

Conditions of Employment

Permanent Employee, full-time (preferred)/part-time (dependent on conditions) with a probationary period of 6 months.

Hours of work

The role, as full time, is at 40 hours per week (Pro rata for part time). Four full days midweek (32hrs) and a full day (8hrs) on a Sunday. Due to the nature of this role, the successful candidate will need to work outside of traditional office hours as per the pastoral needs of the church.

Salary

Commensurate with experience (inclusive of pension)

Holidays

25 days paid holiday plus bank holidays. Note that this should include not more than 6 Sundays in any academic/ ministry year (September 01 to August 31).

Occupational Requirement

This role has an occupational requirement to be a Christian, as permitted under Schedule 9, Part 1, of the Equality Act 2010, for the holder of this post to be a practising Christian, in sympathy with the mission and vision of Reality Church London. The successful candidate, if not already so, is expected to make Reality Church London their home church and to be a committed and active member.

Safeguarding

In line with our safeguarding and safer recruitment policies, this post requires an Enhanced DBS disclosure. Offers of employment will be subject to a satisfactory Enhanced DBS check.

References

The successful candidate will need two references: one who is your current pastor or elder in your church and one who is a mature Christian who knows you well

Eligibility to Work in the UK

The job holder must be able to provide evidence of their eligibility to legally work in the UK prior to

appointment and for the entire duration of employment.

Start Date

Summer 2027 (for the right candidate we would consider an alternative start date).

To Apply

Please email a CV and cover letter to mike@realitychurch.london. We are reviewing applications on an ongoing basis as they come in and if we find a successful candidate we might close the window to apply, so please apply as soon as possible. For any further information about the role please get in contact with Mike using the e-mail above.