

# **Crofts End Church**

## **Pastor Job Description**

Are you a Spirit-filled, visionary leader with passion to see lives transformed by the Gospel? Do you long to see the church equipped, mobilised and making a lasting impact in the local community?

### **About Us**

Crofts End Church is a long-established Evangelical church in St. George, Bristol. We are a friendly and faithful congregation prayerfully seeking a full-time Pastor to lead us with bold vision, biblical conviction and deep reliance on the Holy Spirit.

We are currently members of the Evangelical Alliance and have a church partnership with Mullers which gives help, support and mentoring for our Youth & Children's ministries. We currently have a Sunday attendance of between 25 and 45 people, but are looking to grow the congregation to fulfil the God-given vision of being filled to capacity and beyond. We are seeking a Christ-centred, dedicated Pastor to join us as part of our church family and community.

Crofts End Church was established as a mission for local miners in 1895 and throughout its history the church has been integral in serving in the community in which God planted it. We are still a church that's heart is to see our community saved.

In recent years we have built a new church and community hub as part of fulfilling the vision that God has given us. The facility includes our own coffee shop 'Crofter Coffee' which is a key tool in our local outreach and mission, enabling us to engage with people who are far from God in order that bridges are established to Jesus.

The congregation is cross generational and multi-ethnic. Everyone is encouraged to discover their giftings and get involved in serving Jesus within the church ministries.

### **Statement of Faith**

Crofts End Church has adopted the Evangelical Alliance Statement of Faith. The successful candidate will be required to actively affirm and adhere to said statement.

## **Responsibilities**

### **Vision and Leadership**

We are looking for an inspiring visionary leader for Crofts End Church. Someone who can encourage the work already in place, whilst seeking new ways to fulfil the vision of being a Christ-Centred community, with a focus of reaching families. The successful applicant will lead the current leadership team, all of whom are fully committed to supporting the pastor in their role, together, steering and shepherding the church to further the Kingdom of God in St. George. Crofts End Church affirms and encourages the freedom to grow in the ministry and gifts God has given the pastor.

### **Governance**

The church is currently a part of 'The Bristol City Mission Society', which is a charitable limited company. The trustees are in the process of changing the charity name and governance to Crofts End Church. The pastor will report and be accountable to the board of trustees. Both the coordinator and coffee shop manager are line managed by the pastor.

### **Staff & Volunteers**

The church currently employs a coordinator who has responsibility for the operational day to day management. The coffee shop employs several staff and volunteers including the manager whose responsibilities include the implementation of the missional vision of the cafe.

### **Preaching & Teaching**

The pastor will have overall responsibility for the preaching, teaching and equipping of the congregation, planning and delivering Sunday services and coordinating effective mid-week Bible studies.

### **Pastoral Care**

The pastor will have overall responsibility for the provision of pastoral care of the congregation. Working alongside the leadership team and supervising the pastoral care team to ensure the church is healthy and growing in terms of worship, prayer, teaching, discipleship, evangelism, outreach and fellowship.

### **Finance**

Working alongside the church coordinator, the pastor will be responsible for setting the annual budget. The pastor will also work with the treasurer to ensure that the budget is managed effectively.

## Church Administration

The pastor is expected to have basic church administrative experience and skills.

## Mission

The pastor will work alongside the cafe manager to further develop the missional work of Crofter Coffee and will take the lead in engaging with and influencing the local community in Jesus name. This will include connecting with and working alongside local churches and other bodies to actively promote the gospel.

## Personal Attributes

Skills & Abilities	Essential	Desirable
A caring and pastoral heart	X	
A love and gift to work with a wide variety of people	X	
Ability to share the gospel & disciple people effectively	X	
Gifted bible teaching and preaching	X	
Excellent leadership, management & organisational skills	X	
Good oral, written & interpersonal skills with all ages	X	
Self-motivated: able to work on own initiative	X	
Team player: ability to work well as part of a team	X	
Reliable & able to work calm under pressure	X	
Enthusiastic & willing to work flexible hours	X	
<b>Knowledge</b>		
A strong Christian faith & clear testimony	X	
Knowledge of current issues facing the wider church		X
An excellent knowledge and understanding of the Scriptures	X	
A working knowledge of finance & budgets	X	
A working knowledge of Health & Safety	X	
A working knowledge of Safeguarding	X	

<b>Experience</b>		
Previous experience as a Pastor/Assistant Pastor	X	
Experience of working with a church leadership team	X	
Experience of discipling & evangelism	X	
IT literate (eg. use of G-suite, PowerPoint & email)		X
<b>Qualifications</b>		
Theology degree or Bible college qualification		X
Church leadership training	X	

**Note** - For the items marked 'Desirable', in the absence of formal training or experience, there is expectation that you will be willing to develop your skills in these areas and undertake formal training if appropriate.

The post is subject to an occupational requirement that the holder be a practising Christian under part 1 of schedule 9 to the Equality Act 2010.

## **Remuneration / Benefits**

### **Hours**

35 hours per week (including Sundays). Hours will be flexible with some out of hours work required as necessary. Christmas Day, Good Friday & Easter Sunday are considered working days. Holiday entitlement is 28 days per annum (this includes bank holidays).

### **Salary**

Starting salary: £35,000 - £37,000 depending on experience. To be reviewed regularly.

### **To apply**

Please submit the following to Louise Tripp, [louise@croftsend.org](mailto:louise@croftsend.org)

- Your CV (max one A4 page)
- A statement detailing your testimony, spiritual gifts, suitability for this role and the call God has placed on your life for this season (max two A4 pages)

### **Closing date**

27th September

**Interview date**

1st week October

**Location:** Crofts End Church, Bristol, England

**Role:** Full-Time Pastor

**Starting Salary:** £35,000-£37,000 commensurate with experience

**Start Date:** 3rd November 2025, though willing to negotiate with the right candidate

**Contract:** Long term (3 month probationary period)

**Note**

*Appointment of the pastor is subject to provision of satisfactory references and enhanced DBS check.*