



Cambourne Church is committed to being a Christian community which is open, prayerful and loving, which serves Cambourne with the good news of the gospel and where disciples of Jesus Christ are made.

A Partnership of the Anglican, Methodist, Baptist & URC.

## Role Description for Cambourne Church Minister

Role : Full Time

Licensed / Authorised by: Relevant Partner  
Denomination

Accountabilities to: Local Advisory Group (LAG) & Church  
Council

Direct Reports: Administrator, Youth Worker, Children &  
Families Worker, Parish Nurse, 19 the Coffee House  
Management Team

Indirect Reports: Caretaker, Cleaner.

**Gospel:** We are committed to living out and sharing the good news of Jesus with others and to equipping those already on the journey.

**Open:** We are a community where questions of life and faith are explored on the journey.

**Service:** We want to make a difference to life in the community of Cambourne and beyond.

**Prayer:** All that we do is underpinned by prayer.

**Engaged:** The quality of our relationships matter.

**Love:** Expressed through welcome, openness and service.

### Role Purpose

Under God to oversee the ministries of the Church, embracing the Ecumenical nature of our Fellowship, building on a secure foundation and enable our Fellowship to enact God's purpose for us in Cambourne.

### Key Responsibilities

#### **Worship, prayer, preaching and teaching**

To model leadership of worship and relevant, biblically grounded preaching.

To ensure that high quality, theologically rich, worship is offered every week.

To enable the provision of preaching and teaching which supports the church as a learning community and ensures a balance across the partner denominations and the theological breadth.

To enable a pattern of prayer, and prayer ministry, that underpins the life and witness of Cambourne Church

To lead services of Christian Initiation, Marriage and Funerals

To preside at Communion.

To hold overall responsibility for preaching schemes and planning series – this includes rostering the preachers for all services, and working with others to co-ordinate leaders and content for all services.

To support the development of music ministry within church services.

#### **Mission including service and outreach**

To ensure that the Cambourne Church embodies the 5 marks of mission.<sup>1</sup>

To develop and oversee the provision of opportunities for people to encounter and come to the Christian faith in a practical way that extends across all ages and demographics of the community within Cambourne

<sup>1</sup> The five marks of mission were adopted by the Church of England and embraced by our partner churches:

- To proclaim the good news of the Kingdom
- To teach, baptise and nurture new believers
- To respond to human need by loving service
- To seek to transform unjust structures of society
- To strive to safeguard the integrity of creation and to sustain the life of the earth

*To interpret the gospel afresh for the present times*

*To support and enable the people of God in expressing love in action through witness and service*

**Leadership & Collaborative Working**

*To provide overall spiritual leadership, discipleship, teaching and pastoral care for the church.*

*To lead the Staff Team and work alongside Church Council to deliver the vision and strategic aims.*

*To work collaboratively with all members of the church (Church Council, Staff Team, delegated groups and volunteers) to continue fulfil the ministry God has called us to together.*

*To work collaboratively and build effective relationships with partner churches to ensure Cambourne's ecumenical nature and heritage are honoured.*

**Pastoral Care**

*To enable pastoral care for the church and wider community through the use of appropriate structures and resources so as to model the love and value that God has for his children.*

*To provide pastoral care associated with baptism, marriage preparation, care for the sick and dying and those who have been bereaved.*

**Discipleship including vocation and stewardship**

*To continue to nurture individual spiritual growth, and equip people to be disciples of Jesus Christ in every context. This will include 'frontlines' such as the workplace, family settings and the wider world.*

*To encourage the stewardship of time, gifts, resources and money.*

**Community**

*To develop a practical and visible presence within the expanding community, connecting to it in a way that is relevant and appropriate in the role of Minister to the church.*

*To encourage and develop the Church to engage actively with the local community.*

**Personal Development and spirituality**

*To sustain a pattern of work that appropriately balances the demands of ministry, commitments to family and friends whilst making full use of time off.*

*To continue a commitment to personal and spiritual formation with the appropriate use of resources such as spiritual direction, networks of support and regular retreats and participation in the continuing Ministerial education programme of the relevant denomination.*

*To develop skills and knowledge of self and staff team in relation to ministry using opportunities for continuing development.*

**Church Governance, Organisation and Communication**

*To ensure that the appropriate processes and structures are in place to meet legal and/or denominational requirements relating to finances, buildings, safeguarding or other matters.*

*To ensure good practice in relation to meetings, administration, and communication (including oversight of website and social media).*

**Personal Traits**

*To have a mature faith and an ability to engage openly with others who may see things differently.*

*To be an example for the Church Leadership and the wider Church in living out whole-life worship, discipleship, service and witness.*

*To be a broadly evangelical, theologically open, Spirit-led and focussed on whole-life missionary discipleship.*

*To be an effective enabler and facilitator and able to delegate appropriately.*

*To be competent at building relationships, able to connect with people and have a servant heart.*

*To be IT literate.*

	<i>Essential</i>	<i>Desirable</i>
<b>Qualifications</b>	<p><i>Ordained Minister on the roll of one of the four partner churches.</i></p> <p><i>Qualified in theology to degree level.</i></p> <p><i>Successful completion of post-ordination ministerial training.</i></p> <p><i>An understanding of the implications of the church being an LEP.</i></p>	<p><i>At least 5 years experience of ministry.</i></p>
<b>Experience</b>	<p><i>Proven experience as a church leader.</i></p> <p><i>Proven experience of managing others in a work environment.</i></p> <p><i>Lived experience of a team-ministry model</i></p> <p><i>Experience of Community roles e.g. School Governor, members of Community Groups.</i></p>	<p><i>Being church in a rapidly expanding social context.</i></p> <p><i>Some experience of a building programme (bricks and mortar in addition to God's Kingdom).</i></p> <p><i>Ministry within a church with a lower-than-average age profile.</i></p>

### Relationships

<i>Internal</i>	<i>External</i>
<p><i>Staff Members: (Youth Worker, Children and Families Worker, Administrators, Caretaker, Cleaner), Church Council, Church Meeting, Church members, 19 the Coffee House volunteers</i></p>	<p><i>Local Advisory Group,</i></p> <p><i>Shared Churches Ely Ltd</i></p> <p><i>Authorising denomination</i></p> <p><i>Local Schools Especially The Vine and Cambourne Village College</i></p> <p><i>Parish Council representatives</i></p> <p><i>Cambourne Youth Partnership</i></p> <p><i>Cambourne Children's Centre</i></p> <p><i>Cambridgeshire County Council Locality (Cambourne) Team</i></p> <p><i>Local residents/workers</i></p> <p><i>Area Mission Partnership</i></p>

### **What you should know about the job**

#### ***Role Location/Required Mobility***

*Cambourne, surrounding villages, travel within the geographical areas covered by sponsoring denominations (Driving Licence desirable).*

***DBS check required? Yes***

***Policy Compliance : In accordance with Cambourne Church existing policies.***

#### ***About the role***

This is a demanding yet exciting role leading with others, Cambourne Church as a Christian community. Part of the challenge of the role is working out how to lead in obedience to God's will and purpose, a medium sized, theologically diverse, growing and ecumenical church. The Minister should be comfortable leading a staff team with all the coaching and oversight team leading involves. Being a church committed to serving the community of Cambourne, the Minister, needs to oversee 19 the Coffee House and outreach projects such as the Foodbank. The Minister must be spiritually and emotionally robust, able to cope with a full workload and able to navigate the complexities around a growing, young and ecumenical fellowship.