

## **Area Pastor (Peterborough Campus)**

<b>Job Title:</b>	Area Pastor
<b>Reports to:</b>	Area Pastor Team Leader
<b>Responsible for:</b>	Volunteer Group Pastors and LifeGroup Leaders in the designated geographical or demographic area(s)
<b>Hours:</b>	40 hours a week (minimum of 2 hours to be worked on a Sunday)
<b>Salary:</b>	£38,462 per annum
<b>Location:</b>	KingsGate Community Church, Peterborough

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### **Role Overview:**

Within the designated geographic or demographic area, and in partnership with fellow Area Pastors and leaders of specialist ministries, the role of an Area Pastor is to:

- Equip and lead their team of pastoral leaders.
  - Ensure the provision of excellent pastoral care.
  - Develop and implement effective missional activities.
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### **Key Responsibilities:**

#### **1. Leadership and Development**

- Provide effective leadership, support, and oversight of Pastoral Leaders in the designated area(s), including Group Pastors and LifeGroup Leaders.
- Raise up and develop pastoral leaders at all levels to ensure numerical growth and the health of leaders throughout the leadership pathway, from core team to Group Pastors.
- Assist in the training of Group Pastors and LifeGroup Leaders under the direction of the Head of the Area Pastor Team.
- Bring your specific gifts and abilities as a contribution to the whole Area Pastor team so that together we can work more effectively to raise leaders, provide pastoral care, and reach our city and region.

#### **2. Pastoral Care and Support**

- Work with Pastoral Leaders to ensure that excellent pastoral care is provided to those within the designated area(s).

- Coordinate with the Head of the Area Pastor Team to ensure that people are appropriately signposted to specialist courses and support ministries (e.g., referrals for pastoral counselling and 1-2-1 ministry), in liaison with the Head of Pastoral Support Ministries.
- Facilitate excellent delivery of care, support, and services for people in significant life stages, including:
  - Funerals (including bereavement support)
  - Weddings (including marriage counselling)
  - Dedications
  - Baptisms
- Ensure the delivery of funeral services and weddings as required.

### **3. Discipleship and Mission**

- Work with Group Pastors and LifeGroup Leaders in your designated geographic or demographic area(s) to help people take effective next steps in their discipleship journey.
- Work with the Head of the Area Pastor Team to develop a strategic plan for the implementation of effective missional activities in the geographic and/or demographic area(s) you are responsible for.

### **4. Community Engagement**

- Be a relevant voice in the communities within the designated geographical and/or demographic area(s), building appropriate relationships with other pastors and leaders.
- Stay informed about wider activities within the area and be supportive, where appropriate, to other establishments (e.g., schools, businesses, etc.).

### **5. General**

- Be an effective internal and external ambassador for KingsGate, promoting the organisation's vision and values, positive corporate reputation through active partnership with other relevant stakeholders.
- Positively manage your own personal development to make sure you maintain the technical and professional competence required to effectively perform your role and meet the standards of the organisation.
- Promote positive communication across the organisation, encourage constructive relationships and develop effective staff feedback methods.
- Demonstrate a commitment to Safeguarding by reading, understanding and personally applying the safeguarding policy and procedures, undertaking appropriate safeguarding training and ensuring any incident is reported immediately.

- Ensure Safeguarding policy and procedures are applied within your designated area, ensuring all staff and volunteers have received appropriate safeguarding training and if carrying out regulated activities have a current DBS
  - Ensure appropriate processes are in place to identify, assess and manage potential risks involved in work activities and processes within your designated area.
  - Keep confidential, and do not share inappropriately with colleagues or third parties any information on matters and circumstances which are sensitive.
  - Record and use information in accordance with KingsGate procedures and legal requirements i.e. Data Protection.
  - Make sure that health and safety requirements are met in your designated area.
  - Respect the vision and values of KingsGate.
  - Perform any other tasks that may arise from time to time which are appropriate to this level of post.
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#### **Key Skills and Competencies:**

- **Communication:** Exceptional interpersonal, written, and verbal communication skills
  - **Organisational skills:** Strong planning, organisational, and administrative skills, with the ability to prioritise tasks, meet deadlines, and manage a varied and challenging workload.
  - **Strategic Thinking:** Strong strategic thinking with the ability to execute plans, delegate tasks, and empower others.
  - **Spiritual Leadership:** Ability to lead prayer and other devotional meetings
  - **Technological Proficiency:** Skilled in Microsoft Office Suite (Word, Excel, Outlook, PowerPoint) and other tools like Zoom or project management software.
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#### **Person Specification:**

- A Committed Christian, mature in their faith and modelling Christian discipleship and growth and able to adhere to the vision and values of KingsGate.
- Proven track record in high-level pastoral care and leadership, with the ability to inspire, coach, and mentor others.
- Experienced in identifying and developing pastoral leaders, building and equipping volunteer teams, and expanding a pastoral network through high-level pastoral volunteers.

- Able to communicate ideas with wisdom and insight, work collaboratively in a leadership context.
- Able to develop and implement effective missional activities.
- Able to work independently, remain calm under pressure, and adapt to a flexible work environment.
- Demonstrates patience, empathy, discretion, and integrity. Trustworthy and able to maintain confidentiality.
- Preferably educated to degree level or equivalent.
- Appropriate pastoral training and a suitable level of biblical literacy.
- A counselling qualification is desirable.

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**How to Apply:**

Interested candidates should complete the application form and send to [hadministrator@kingsgate.church](mailto:hadministrator@kingsgate.church) by **Monday 21 April**.