

## JOB DESCRIPTION

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| Title         | Formation Pastor   |
| Reports to    | Lead Pastor, Matt & Leadership Team                        |
| Location      | Southville Elim, Yeovil, Somerset                          |
| Salary        | Circa £30,000 (dependant on experience and qualifications) |
| Hours         | Both Part-Time or Full-Time positions will be considered   |
| DBS Required? | Yes  |

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| Role Context | <p>At Southville Elim, Yeovil, our vision is simple: <b>Belong, Become, Be Sent.</b></p> <p><b>Belong</b> — Our heart is that every person would find their place in the Kingdom of God. Therefore, we are passionate about being a place where people can come and belong as they journey and have their own personal encounter with God.</p> <p><b>Become</b> — Together, we are becoming more like Christ. As we journey, grow, and are disciplined side by side, we believe that through the power of God and the work of the Holy Spirit, lives are transformed from the inside out.</p> <p><b>Be Sent</b> — We are committed to releasing people to be the hands and feet of Jesus in the world, making disciples of all nations—in workplaces, schools, and neighbourhoods.</p> <p>We are passionate about being a church for all generations and nations. Every member of our team plays a vital role in bringing this vision to life. A vibrant personal faith and an active walk with Christ are essential to our working culture and ministry environment.</p> |
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| Role Purpose | <p>The purpose of this role is to strengthen and develop the overall ministry of Southville Elim by supporting the vision, leadership, and growth of the church. The Formation Pastor will play a key role in building healthy systems, developing leaders, strengthening discipleship pathways and supporting the pastoral care of our community. Depending on gifting and skill set, this role could include involvement in Worship, Discipleship, Preaching, Teaching, and Pastoral ministry. While working closely with the Lead Pastor and Leadership Team.</p> |
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| Key Responsibilities | <ul style="list-style-type: none"> <li>- Implement and champion the vision and values of Southville Elim Church across all areas of ministry. Someone with a heart of evangelism (belong), discipleship (become) and releasing (be)</li> <li>- Support the development and strengthening of discipleship pathways within the church, helping people to Belong, Become and Be Sent. Working on Hub Communities, Mid-Week Teachings and other avenues of discipleship.</li> <li>- Contribute regularly to preaching and teaching within Sunday services and other ministry environments.</li> </ul> |
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|  | <ul style="list-style-type: none"> <li>- Provide pastoral care and spiritual support to members of the church, including our volunteer leaders and serving teams across all ages and background.</li> <li>- Support and develop ministry leaders and teams, helping to build a healthy leadership culture. Raising volunteers and releasing leaders.</li> <li>- Contribute to Worship ministry, where appropriate to gifting and experience (this is a preferred skill set)</li> <li>- Assist in strategic planning, ministry development, and church growth initiatives.</li> <li>- Play an active role in whole-church events, vision Sundays, and key moments in the church calendar.</li> <li>- Work collaboratively with the wider staff team to ensure effective communication, organisation, and delivery of church life.</li> <li>- Prepare and work within agreed budgets where relevant, maintaining responsible stewardship.</li> <li>- Make an active contribution to the wider staff team, supporting and taking part in whole-church events throughout the year.</li> </ul> <p>It should be noted that the duties or tasks associated with the post may change from time to time, and this is not intended to be a fully comprehensive list of responsibilities.</p> |
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| <p>Essential Skills</p> | <ul style="list-style-type: none"> <li>- A self-starter, able to work on own initiative, identify challenges, and implement solutions effectively.</li> <li>- Experience in church leadership and ministry development.</li> <li>- Strong biblical understanding with the ability to preach and teach effectively (fitting into the culture of Southville Church).</li> <li>- Pastoral sensitivity and emotional intelligence.</li> <li>- A heart for discipleship (in both group and 1to1 settings) with an ability to inspire and raise up volunteers and leaders.</li> <li>- Strategic thinker with the ability to see both immediate needs and long-term growth.</li> <li>- Able to prioritise competing demands and manage multiple responsibilities effectively.</li> <li>- Strong communication and relational skills.</li> <li>- Ability to develop, lead, and release others into ministry.</li> <li>- Computer literate (MS Word, Excel, PowerPoint, Social Media – design skills preferable).</li> <li>- Emotionally resilient and spiritually mature.</li> <li>- Ability to lead and manage a team of varying ages, abilities, and nationalities.</li> <li>- Polite, confident, and servant-hearted.</li> <li>- Able to follow instructions accurately and deliver tasks in a timely manner.</li> <li>- Strong communication skills.</li> </ul> |
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| Working Environment | Our staff culture is deeply important to us. We highly value one another and the contribution each person brings to the team. We work both collaboratively and independently, depending on the season and the tasks at hand. We pray together, work together, and celebrate together – cultivating a staff community that is fun, warm, and engaging, where lifelong friendships are formed. |
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| Work Expectations | <ul style="list-style-type: none"> <li>- Office and home working arrangements (to be agreed)</li> <li>- Some evenings and Saturdays (depending on the role and church events)</li> <li>- Sundays</li> <li>- Attendance at weekly Staff Meetings</li> <li>- Attendance at Special Events and key dates within the Church calendar</li> <li>- All staff members are expected to be active attendees at Southville Elim Church, even when not scheduled on the rota</li> <li>- 25 days annual leave (pro rata for part-time roles), plus Bank Holidays</li> <li>- Minimum Six-month probation period</li> </ul> |
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There is an occupational requirement under paragraph 3 of Part I of Schedule 9 to the Equality Act 2010 for this role to be held by a person who is a practising Christian and subscribes to Elim's foundational truths.

Any questions, or for all applications, please email Sarah Foote (Office Manager) on [Sarah.foote@southville.church](mailto:Sarah.foote@southville.church) with your CV and cover letter attached.