*This job descriptions is intended as a guide rather than a template. It will give you a general idea of the demands and duties generally required by such a role, but you will need to tailor it to ensure it meets the demands and needs of your role and the context in which you operate.*

**Job Description – Church Planter**

**Responsible to:** < e.g leader of the sending church>

**Location:**

**Introduction**

*Include a few lines here about the vision for growth, mission and multiplication; something about the diocesan strategy or programme (if applicable) of which this church planting opportunity forms a part. Include something about the demographics and context into which you are inviting somebody to plant a church. This information should give people a good flavour of the ‘destination’ of the plant, even if the exact geographic location is unknow.*

*Include something of how this role will sit alongside the sending church and expectations around training, time spent at the sending church (preparing to plant) before planting out..*

* *Vison and values of the sending church*
* *Gathering a team*
* *Time spent preparing the ground in the chosen plant location.*
* *Role and responsibilities at the sending church e.g. training; preaching; leading services*
* *Expected time to launch the new plant (e.g beginning of year 3)*
* *Accommodation – where will this person live?*
* *Training*

*In addition to written text how about incorporating a few photos or an introductory video that will give people a better idea of the look and feel of the sending church and the context into which you are inviting someone to plant?*

*You might want to incorporate this type of background information into a Job Information Pack, of which the job description and person specification forms one part.*

**Objective/Main Purpose**

To work with the senior leadership of the church to develop a church planting team (comprising lay members of the congregation) and to lead a new church plant within X. The main elements of the role are as follows:

(*below are suggested responsibilities for a church planter. These will vary depending on the requirements of the role, and the context into which you are planting. If this is a ‘planting curate’ role in the Church of England, you may wish to assign different responsibilities to different years of training. E.g Year 1, Year 2, Year 3 etc*

**Duties and Responsibilities:**

* Share the vision for church planting and envision others to take a part in that vision (e.g. prayer, financial support, team members).
* Lead others in prayer, under the guidance of the Holy Spirit, for the new initiative.
* Develop a church planting strategy – team, budget, buildings, location, mission/ministry.
* Explore the area, where the plant is envisaged, to establish local relationships, local needs and assess mission opportunities and ministry requirements prior to church planting.
* Budget planning and fundraising to support the church plant.
* Develop a planting team that will go with the planter to support the new initiative.
* Identify, recruit and develop leaders to oversee key ministry areas.
* Identify an appropriate venue/building in which to meet and oversee necessary building works (if applicable).
* Establish midweek activities/evangelistic events that make new disciples in the new location.
* Lead or oversee others in leading discipleship initiatives.
* Work with Senior Leader to plan regarding the timing of the launch of the new church and the necessary communications around this to the wider congregation/PCC etc.
* Lead a planting team out of the sending church to launch and establish a new church/worshipping community to reach the largely unreached/unchurched in the planting location.
* Line Management responsibility (lay volunteer, staff) for ministry leaders.

**Person Specification**

*(The person specification indicates the skills and experience you would like to see in the successful candidate. You can indicate whether these are essential or desirable. If ‘desirable’ these are likely to be skills that are trainable or could be developed but may not be apparent on Day One.*

*This is not an exhaustive Persons Specification, and you should tailor this to the needs and demands of your job role.)*

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| --- | --- | --- |
|  | Essential | Desirable |
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| **Experience** |  |  |
| A track record of starting new things; has established a pattern of innovation or ‘firsts’ in life and or ministry | X |  |
| Experience of taking others on a journey towards a common purpose | X |  |
| Experience of engaging, enabling and mobilising others. | X |  |
| Track record of leading others to faith and growing people in their Christian faith. |  |  |
| Experience of church planting  | X |  |
| Leadership within one or more church planting teams; |  | X |
| Track record of leading something that has grown | X |  |
| Successful experience of leading missional activities | X |  |
| Experience of raising funds to support initiatives and ministry |  | X |
| **Skills** |  |  |
|  |  |  |
| Vision formation – including shaping, casting, communicating, and delivering vision. | X |  |
| Relational, proven ability to work well with a diverse group of people | X |  |
| Emotionally intelligent and cognisant of own strengths and limitations. | X |  |
| Team leader and player – empowering, supportive, natural collaborator, developer of people | X |  |
| Highly self-motivated, self-starter – gets things done  | X |  |
| Communicates the Christian faith naturally to those outside the church. | X |  |
| Easily builds rapport with people outside the church or on the fringes. | X |  |
| Establishes credibility and has the confidence and conviction to make others want to follow. | X |  |
| Resourceful and makes creative use of the resources available. | X |  |
| Enables others to discover their own call and to operate out of their own spiritual gifting and abilities. | X |  |
| Generates other leaders; trains and equips others to lead to multiply ministry | X |  |
|  |  |  |
| **Other characteristics** |  |  |
|  |  |  |
| A sense of call to starting a church or new worshipping community | X |
| A sense of call to a particular community, culture or people group | X |
| A willingness, boldness and faith to do something untried.  | X |  |
| Able to visualise a new church/worshipping community, that does not exist, through faith. | X |  |
| Entrepreneurial – resilient in the face of failure, curious to explore alternatives. | X |  |