



JOB DESCRIPTION

Cornerstone Christian Fellowship

1. JOB IDENTIFICATION

Post Title:	Fellowship Pastor/Elder
Accountable to:	Elders
Responsible to:	Elders and Church Leadership Team
Salary:	£33,508 plus pension scheme, reviewed yearly
Contract Period:	Full-time preferred. Contract terms to be agreed by the Elders.
Annual Leave Entitlement:	5 weeks and 8 public holidays, or as agreed in the final contract.
Location:	Cornerstone Christian Fellowship, Cumbernauld, North Lanarkshire, with local community and wider partnership engagement as required.
Right to Work:	Applications can only be considered from those who are UK citizens or who otherwise have the right to work in the UK.
Driving Requirement:	A full UK driving licence is required.

2. PRINCIPAL JOB PURPOSE

To serve as Fellowship Pastor for Cornerstone Christian Fellowship, working with the Elders, Leadership Team and wider congregation to lead the church forward in a season of church revitalisation.

The postholder will encourage spiritual maturity, foster meaningful relationships, provide pastoral care, preach and teach the Bible with clarity, and help the Fellowship engage more faithfully with the local community and wider Christian networks.

Cornerstone Christian Fellowship is a warm-hearted congregation of around 80 members based in Cumbernauld, North Lanarkshire. The Pastor will work flexibly with an established congregation, helping the membership grow, serve together, and discern God's purposes through Scripture, prayer, and thoughtful leadership.

3. MAIN DUTIES & RESPONSIBILITIES

3.1 Specific Responsibilities

- Provide spiritual leadership to the Fellowship in partnership with the Elders and committed church Leadership Team.
- Preach and teach the Bible with clarity, passion and reverence, helping the congregation grow in faith, understanding and discipleship.

- Lead, teach and nurture the congregation and others, encouraging spiritual maturity across all ages and backgrounds.
- Provide pastoral care with the pastoral care worker, providing prayer support and visitation, including home, hospital, and hospice visits where required.
- Support individuals and families through appropriate pastoral conversations, care, encouragement and confidential support, able to resolve conflict.
- Work with the Elders and leadership to help shape and implement a Spirit-led vision for the church's future.
- Minister flexibly within the context of church revitalisation, supporting a well-established congregation while encouraging growth, renewal and active service.
- Foster meaningful relationships within the Fellowship so that people experience genuine love, compassion, belonging and care.
- Encourage, equip and support members to use their gifts in the life and mission of the church.
- Work in partnership with leaders and members who are eager to grow and serve together.
- Support and strengthen existing ministries, groups and teams as appropriate to the role.
- Represent Cornerstone Christian Fellowship within the local community and wider Christian networks.
- Inspire the congregation to embrace its mission in the local community and beyond.
- Give regular feedback and updates to the Elders and the Leadership Team as agreed.
- Carry out other duties as may reasonably be expected within the purpose and responsibilities of the post.

3.2 Partnerships & External Liaison

- Develop and maintain positive relationships with local community groups, churches, Christian networks and other appropriate partners.
- Identify opportunities for partnership working that support the Fellowship's mission, growth and community engagement.
- Represent the Fellowship with warmth, integrity and Christian witness in external meetings, community settings and wider networks.
- Support outward-focused ministry that helps the Fellowship serve, connect with and respond to the needs of the local community.

The above list is not exhaustive and is only indicative of the duties and responsibilities of the postholder. Job descriptions may be reviewed and amended to meet changing Cornerstone Christian Fellowship needs and objectives.

4. WORKING ENVIRONMENT

Physical

- The post is full-time (preferred) and will involve work across church, community and outreach settings.
- The post may require travel between church, homes, hospitals, hospices, community venues, external meetings and partner settings.

- The post will involve periods of evening and weekend working, including Sunday ministry and other church activities.
- Keyboard and digital communication skills are required to prepare sermons, paperwork, reports, pastoral records, and e-communications.

Mental

- Frequent interruptions to work may require priorities to be reviewed and adjusted.
- The role will involve dealing with a range of unrelated issues simultaneously.
- The postholder will need to balance preaching, teaching, pastoral care, leadership, community engagement and administration.
- The postholder will be expected to identify and develop opportunities for spiritual growth, pastoral support and community mission.

Emotional

- The post will involve supporting people through sensitive, difficult or vulnerable circumstances.
- The postholder will need to maintain a measured, compassionate and professional attitude at all times.
- The post may involve periods of high workload, emotional demand and pastoral responsibility.
- The postholder will be expected to maintain appropriate boundaries, confidentiality and accountability.

Health and Safety Statement

As a member of staff of Cornerstone Christian Fellowship (CCF), you will fulfil the health and safety responsibilities specific to your role as set out in the Health and Safety Policy to support CCF's vision and aims. You are required to take all reasonable care for yourself and others, undertake any training relevant to your position, participate in Health and Safety initiatives and make full and proper use of any control measures provided to reduce or eliminate risks to health and safety.



PERSON SPECIFICATION

Fellowship Pastor

Education and Training

- Educated to an appropriate level for the post, with relevant ministry, theological, pastoral or sector experience.
- Theological or biblical training is desirable.
- Evidence of ongoing personal, spiritual and professional development.
- Safeguarding, pastoral care or counselling-related training is desirable.

Knowledge

Candidates will demonstrate knowledge in the following areas:

- The Christian faith and the ability to teach Scripture faithfully and clearly.
- Evangelical and complementarian values are aligned with the Fellowship's beliefs and ministry ethos.
- Prayerful and Spirit-led leadership within a local church context.
- Pastoral care, discipleship and spiritual formation.
- Church revitalisation and the ministry needs of a well-established congregation.
- Community mission, outreach and partnership working.
- Working with people of all ages and backgrounds.

Experience

Candidates will be able to demonstrate experience of:

- Preaching, teaching and communicating the Bible with clarity, warmth and conviction.
- Pastoral work, including prayer, visitation, support and care for individuals and families, helping to resolve conflict.
- Leading, nurturing and developing people in the Christian faith.
- Working collaboratively with Elders, church Leadership Team, volunteers and members.
- Helping a congregation discern its vision, direction, and mission through Scripture, prayer, and thoughtful discernment.
- Working with a broad range of people, including different ages, backgrounds and levels of understanding of the Christian faith.
- Supporting or contributing to church growth, renewal, community engagement or revitalisation.

Skills

- Excellent communication skills, both written and oral.
- Ability to preach and teach in a way that is biblically faithful, accessible and pastorally sensitive.
- Warm, attentive and approachable, creating an environment where people experience genuine love, compassion and belonging.
- Ability to listen well, maintain confidentiality and respond with wisdom and care.
- Ability to motivate, encourage, influence and support others.
- Strong interpersonal skills and the ability to build meaningful relationships.
- Ability to work flexibly, manage competing priorities and organise own workload.
- Cultural awareness and ability to work comfortably with all ages and backgrounds.
- Ability to work with appropriate autonomy while remaining accountable to the Elders.

Personal Qualities

- A committed Spirit-Filled Christian with a mature and active personal faith.
- Warm and attentive, showing genuine love, compassion and pastoral concern.
- A servant-hearted leader who seeks to shepherd the Fellowship with humility and integrity.
- Prayerful, discerning and committed to helping the congregation seek God's purposes.
- Comfortable working in a context of church revitalisation and able to encourage renewal with patience and wisdom.
- Outward focused, with a heart for local mission and wider Christian witness.
- Aligned with the Fellowship's evangelical and complementarian values.

Relationships

- The Fellowship Pastor will be accountable to the Elders and will work collaboratively with the Elders, the church Leadership Team and the wider congregation.
- The Fellowship Pastor will work with a high degree of autonomy and professional discretion while remaining accountable for agreed priorities, pastoral standards and ministry direction.
- The Fellowship Pastor will work with Cornerstone Christian Fellowship members, volunteers, ministry teams, local community partners and wider Christian networks.
- The Fellowship Pastor will represent Cornerstone Christian Fellowship in both church and community contexts.