



Assistant Pastor

Greenstead Evangelical Free Church (GEFC) is a small but growing church on the edge of Colchester. We are part of Mission Essex, a network of churches seeking to start and strengthen churches across the county. On any given Sunday you will find a wonderfully diverse congregation—students, soldiers, refugees, PhDs, families, and individuals from across the world—gathered to hear about and worship Jesus. Our building sits at the heart of a large council estate, and we are committed to reaching our local community.

Over the past few years God has drawn many new people to GEFC. Some are exploring Christianity for the first time, while others are taking their first steps as new believers. This is both exciting and humbling, and it highlights the ongoing need to reach those in Colchester who do not yet know Jesus. Our desire is to make disciples who make disciples—to share Christ with people in our city and to build up believers in their faith.

To help us pursue these opportunities, we are seeking to appoint an Assistant Pastor. The person in this role will be a committed Christian who meets the biblical qualifications for overseers in 1 Timothy 3:1–7 and Titus 1:5-9, and who is devoted to prayer, pastoral care, and the ministry of the Word. They will give themselves to the public reading of Scripture, preaching, and teaching (1 Timothy 4:13), and help lead the church in fulfilling the Great Commission (Matthew 28:19–20) so that the body of Christ may be built up (Ephesians 4:12).

This role involves the full breadth of pastoral ministry at an exciting moment in the church's life. It will particularly suit someone who loves people from all backgrounds, is energised by evangelism and discipleship, and desires to serve within a collaborative team under the leadership of the Pastor and Elders.

The recruitment process will include an application form, shortlisting, interviews and an invitation to preach. As an occupational requirement, the post holder must be a Christian man who agrees with and lives out the doctrinal convictions and characteristics of the church and must hold a clear Enhanced DBS certificate.

Key Responsibilities

The Assistant Pastor will share in the overall pastoral ministry of the church, with a particular focus on discipling individuals and helping believers grow in Christian maturity. They will take a lead in some areas and support the Pastor in others, depending on gifting and experience.

1. Discipleship (Primary Focus)

- Invest in the spiritual growth of individuals through intentional discipleship, prayer, and the ministry of God's Word.
- Help build a church culture where every Christian is involved in helping others grow.
- Support and develop Life Groups as key contexts for discipleship and care.
- Work in line with GEFC's Safeguarding Policy and in partnership with the Designated Safeguarding Lead.

2. Preaching & Services

- Share preaching and service-leading responsibilities with the Pastor.
- Contribute to the planning and delivery of Sunday services, prayer gatherings, and evangelistic events.

3. Evangelism & Mission

- Encourage evangelism across the church, equipping members for confident, everyday witness.
- Support evangelistic courses and initiatives and build relational connections within the local community.

4. Leadership & Team Ministry

- Help identify, equip, and support members in using their gifts for the building up of the church.
- Strengthen ministry teams and emerging leaders within a healthy, collaborative culture.
- Contribute to discussions about new ministry initiatives arising from the church's growth and community needs (e.g. children/youth outreach, student ministry, internationals ministry)

5. Church Life & Administration

- Participate in pastoral, eldership, and operational meetings as appropriate.
- Support planning, organisation, and communication to enable healthy and sustainable ministry.
- Carry out other duties reasonably required by the Elders or Trustees.

Experience & Qualifications

Essential

- A male Christian who fully agrees with and lives out GEFC's Statement of Faith and Church Characteristics.
- A mature believer committed to God's Word, prayer, and ongoing growth in godliness.
- Formal theological training.
- Clear commitment to expository preaching.
- Demonstrated leadership experience in a church or Christian setting.
- Demonstrated experience in pastoral care and discipleship, including working with new Christians and those exploring faith.
- Strong communication skills and the ability to relate warmly to people from diverse backgrounds.
- Willingness to obtain (or already hold) a clear Enhanced DBS certificate (adult and child workforce, including barred lists).
- Willingness to become a Member of GEFC.
- Willingness to become an elder/trustee

Desirable

- Experience organising and managing volunteers.
- Good IT literacy.
- UK Driving Licence and access to a vehicle.

Reporting & Relationships

- **Reports to:** Pastor (with accountability to the Elders)
- **Direct relationships:** Ministry Team Leaders (e.g., Life Groups, Children & Youth), Safeguarding Lead, Trustees, Mission Essex Team
- **Church:** Members, regulars, newcomers, and those exploring faith