

1. **Job Title:** Pastor in Training. CityGates Church, Norwich.
2. **Accountable to:** The Elders (Trustees) of CityGates, Norwich. Reporting principally to the Associate Pastor (Ashley Gardner).
3. **Period of service:** 4 years from 1<sup>st</sup> September 2026, ending on 31 August 2030.
4. **Role Profile:**

The Pastor-in-training role exists, in part, to fulfil 2 Timothy 2:2, to entrust the gospel deposit to 'faithful men who will be able to teach others.' Under the supervision of the Pastors, you will serve the church family through bible teaching, pastoral care and practical service. You will be involved in an area of church ministry, leading volunteers and developing leadership skills. As the role is a training role you will receive regular feedback and support.

5. **Working conditions**

- *Hours:* Flexible. Typically 40 hours per week including theological training. This may look like 2 days formal training and 3-3.5 days training within the church (depending on the week and the various commitments).
- *Remuneration:* £28-30,000 p/a This will consist of a part-time salary from CityGates supplemented by funding from grant making charities.
- *Holiday:* 25 days per year (excluding bank holidays).
- *Place of work:* CityGates, Church office, 2-6 Botolph Street, NR3 1DU (occasionally at home/remotely).

- *Training:* To undertake formal theological training with a provider agreed by the elders.

## 6. Duties to include

- ***Working as part of the CityGates Staff Team***

- *To provide general support of CityGates' vision and mission.*
- *To attend and contribute to weekly Staff Team meetings.*
- *To attend regular (monthly) Elders and/or Trustee meetings.*
- *To meet regularly with the Pastors to cultivate a deeper spiritual formation (prayer, evangelism, reading set texts).*
- *To report to the Associate Pastor concerning personal development and ministry responsibilities.*

- ***Specific Ministry Responsibility***

- *Work in a specific ministry area to be determined based on gifts/experience (potentially the Student & Young Adult ministry).*
- *Develop the teaching programme alongside staff & pastors.*
- *Teaching where required within the specific ministry.*
- *To help plan and support regular events within said ministry.*
- *Pursue 1-2-1 discipleship relationships within the ministry area.*
- *Pursue non-christians connected to the ministry area.*

- ***Broader Church Responsibility***

- *To be an active member during our Sunday gatherings (9:30, 11:15am & 6pm) providing pastoral care to regular attenders.*

- *Actively involved in Sunday worship.*
- *Service Leading at various services.*
- *Preaching at services (twice per term but increasing as the training continued).*
- *Teaching in other areas of church life (Outreach/International/Senior/Children & Youth ministries etc).*
- *To be engaged in evangelism within the local community.*
- *To be involved in evangelistic courses (Hope Explored, Christianity Explored etc).*
- *To participate in wider partnership events (e.g. Norfolk Gospel Partnership & FIEC).*
- *Other duties as required by the pastors.*

- ***Development of Godly character***

- *Prayer and personal devotion are paramount to the Christian life and especially in Christian ministry - we want to help one another grow in these.*
- *The candidate will increasingly demonstrate the characteristics of 1 Timothy 3, Titus 1.*
- *You will be marked by personal holiness.*
- *Your life will be one marked by repentance and faith and trusting in Christ for your strength and salvation.*
- *You will have a heart that longs for Christians to be built up and established in the faith.*

- *You will have a heart that longs for unbelievers to know Christ and his forgiving grace.*

## 7. Person Specification

- A Christian who is in good standing with their local church.
- A commitment to the authority and teachings of the Christian Bible.
- Someone who has a heart for shepherding God's people.
- Someone who is growing in godliness.
- Someone who is growing in their gifting as a bible teacher.
- Has a heart to learn and be trained as a gospel minister.
- Someone recognised by others as suitable for ministry.
- A commitment to the beliefs and vision of CityGates church.
- Will live consistently with CityGates' Employee Handbook.
- Someone willing to abide by CityGates' Safeguarding Policy.

Occupational requirement : The Job holder must be a Christian man in full agreement with the FIEC basis of faith and be willing to undertake a DBS background check.