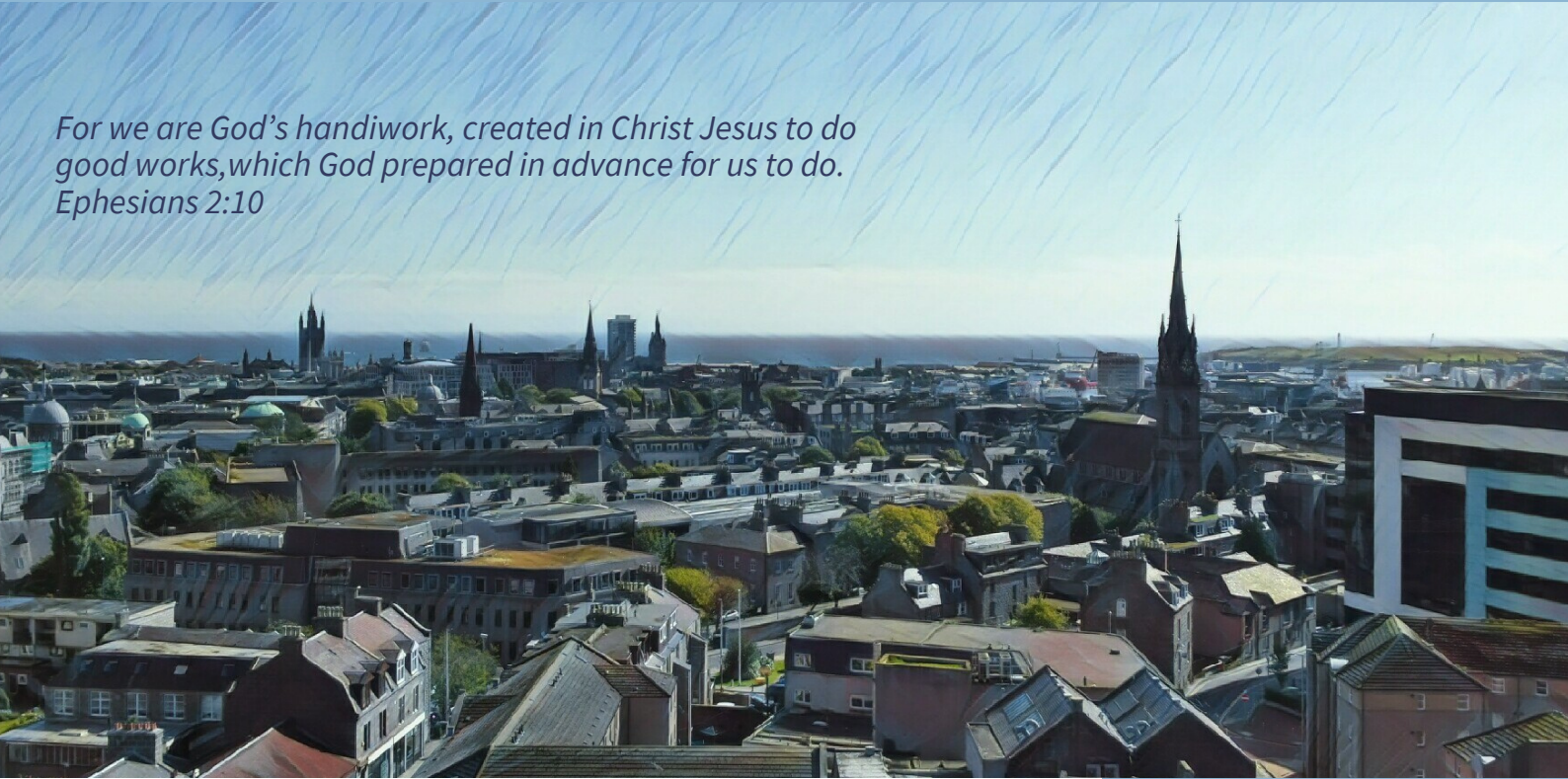


# PASTOR *with responsibility for* OUTREACH & TEACHING JOB PROFILE AND INFORMATION

*For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.  
Ephesians 2:10*



## Introducing Hebron

### Location and surrounding area

Hebron is situated in Aberdeen city centre, close to the main shopping and business areas but right on the edge of a large middle-to-working class housing area with the local primary school being very nearby. We have been in this area since 1911, having had premises around the corner from our current site for 100 years before buying and renovating a larger, more functional church building. Renovations were completed in 2015 and our work with the community has since expanded in a variety of new ministries.

### Midweek activity

During the week, we have a variety of activities running in the building for community families, as well as prayer meetings and home bible study groups for our congregation.

### Affiliation and tradition

Hebron is an independent evangelical church with roots in the brethren movement.

### Outreach

We are a city centre church with a community and world-wide vision. Community activities include baby and toddler groups, holiday clubs, involvement in school SU groups, pop-up community cafes, community meals and events, CAP money courses, exploring Christianity courses, after-school clubs. Further afield we support missionary partners in several countries and encourage our young people to volunteer for mission work.

### Membership profile

160 adults in membership with another 50 or so regular attendees. We have a wide age-range in the church, of young and old, new to the city and life-long Aberdonians, and a student population which has expanded over the last 25 years. Aberdeen is an international city and our congregation reflects that with people arriving for short- and long-term work or studies from all over the world. We are a gathered congregation with many of our members living outwith the local area.

## SUNDAY SERVICES

**Our Family Service** is a time of praise and Bible teaching, held at 11.00am and includes age appropriate activities for children. Crèche facilities are also available during the morning services. The breaking of bread where we share bread and wine in remembrance of our Lord is regularly incorporated into this service.

**On Sunday evenings at 7.00pm** we meet for a further time of praise, Bible teaching and fellowship.

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### Website

For additional detail, see our church website:  
[www.hebronaberdeen.org.uk](http://www.hebronaberdeen.org.uk)

# Our Statement of Faith

The membership of Hebron Evangelical Church believe the following:

## 1. GOD

We believe in one God who exists eternally in three distinct but equally divine persons – God the Father, God the Son and God the Holy Spirit. He is the almighty Creator, Saviour and Judge who sustains and governs all things according to his sovereign will for his own glory. He is unchangeable in his holiness, justice, wisdom, grace and love.

## 2. THE HOLY SCRIPTURES

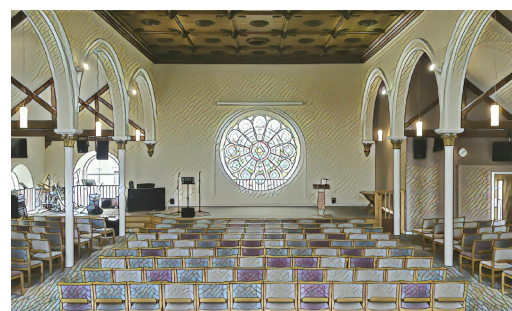
We believe that the 66 books of the Bible as originally given are in their entirety the inspired and complete Word of God, wholly without error in all that they declare. The Bible, therefore, speaks with supreme and final authority and is always sufficient for all matters of belief, conduct and practice.

## 3. THE HUMAN RACE

We believe God created human beings, male and female, in his own image, and as such every man and woman possesses an inherent and equal dignity and worth. Their greatest purpose is to obey, worship and love God.

## 4. SIN

We believe that through the sin of Adam, humanity fell from its original state of righteousness and communion with God and the whole created world was placed under the curse. As a consequence all men and women have inherited an utterly corrupted human nature. All are now sinners, responsible for their own sin, without spiritual life and opposed to God, and subject to his just condemnation and to eternal ruin. Every person needs to be born again, forgiven and reconciled to God in order to know and please him.



## 5. THE LORD JESUS CHRIST

We believe in one Lord Jesus Christ, the Son of God, who is true and eternal God, the brightness of the Father's glory, of the same substance and equal with the Father. Through him all things were created, and by him all things are sustained. He came down from heaven and became flesh, being conceived by the Holy Spirit in the womb of a virgin. Thus two whole, perfect and distinct natures were inseparably joined together in one person, the Lord Jesus Christ being fully God and fully man. He lived a sinless life in obedience to God the Father. He was crucified, buried, rose from the dead and ascended into heaven where he is exalted as Lord of all. He intercedes for his people in the presence of the Father.

## 6. SALVATION

We believe the salvation of sinners is entirely a work of God's grace and cannot be earned or deserved. It has been accomplished by the Lord Jesus Christ who honoured the divine law by his personal obedience, and by his death on the cross made full atonement, bearing God's punishment for our sin, redeeming us by his blood and reconciling us to God. God in his love forgives sinners whom he calls, granting them repentance and faith. All who believe in Jesus Christ are justified by faith alone, adopted into the family of God and receive eternal life. This is the sole and all-sufficient ground of redemption and is offered to all in the Gospel.

## 7. THE HOLY SPIRIT

We believe the Holy Spirit, who is God, has been sent from heaven to glorify Christ and apply his work of salvation. He convicts sinners, imparts spiritual life and gives a true understanding of the Scriptures. He indwells all believers, brings assurance of salvation and performs the work of sanctification. He empowers and gifts the members of the church for worship, service and mission.

## 8. THE CHURCH

We believe that the universal church is a body of which Christ is the Head and is made up of all who have received salvation. This body is made visible in the local church, which is a congregation of believers who are committed to each other for the worship of God, the preaching of the Word, the furtherance of the gospel, the administering of baptism and the Lord's Supper. Further, they are responsible for mutual care and discipline and for the administration of good works. True fellowship between churches exists only where they are faithful to the gospel.

## 9. BAPTISM AND THE LORD'S SUPPER

We believe that Christian baptism is the immersion in water of a believer, in the name of the Father and the Son and the Holy Spirit, showing forth the believer's faith in, and full identification with, the crucified, buried and risen Saviour, proclaiming their death to sin and resurrection to new life in Christ. The Lord's Supper is a commemoration of Christ's sacrifice offered once for all, and a declaration of the unity of the body of Christ. The Lord's Supper is open to, and commanded of, all true believers.

## 10. THE FUTURE

We believe in the bodily resurrection of our Lord Jesus Christ which ensures the resurrection of all believers who have received God's gift of eternal life. We believe that the Lord Jesus Christ will return at any moment. He will come for his people and with power and glory. He will rule in righteousness and will judge the living and the dead. The wicked will be consigned to eternal condemnation and the righteous to eternal joy. God will make all things new and will be glorified forever.

# Our Vision

Hebron Evangelical Church exists to:

## 1. EXALT GOD'S NAME

As God's people we seek to fulfil the purpose for which we were created – to worship and glorify God. As a church we accomplish this through:

- Corporate worship as a congregation
- Corporate prayer
- Remembering the Lord Jesus Christ in the Breaking of Bread
- Each member walking daily with Jesus Christ

## 2. EQUIP GOD'S PEOPLE

Every member of the church has a vital role to play. The church should be a place where we are encouraged in our faith and equipped to serve the Lord better. Together we do this by:

- The systematic teaching, study and application of God's word, the Bible.
- Providing opportunities for each member to use their God-given gifts and abilities.
- Providing opportunities for the support and encouragement that comes from fellowship together.
- Training people to handle the Scriptures and to share the gospel where God has placed them.
- Discipling the young in the faith, teaching them what it means to follow Jesus.

## 3. EVANGELISE THE WORLD

Jesus wants everyone to hear about and know Him, so He commissioned the church to go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit (Matthew 28:19). As a church we fulfil this by:

- Living Christ-centred lives every day and personally sharing the message of salvation.
- Running events aimed at interacting with those who do not yet believe with a view to sharing the gospel of Christ with them.
- Ongoing programmes of activity within the Church that provide a platform for sharing the gospel with our community.
- Supporting the work of Christian mission at home and abroad by prayer, financially and practically.



# Role description

Pastor: Outreach & Teaching, Hebron Evangelical Church

**Role title:** Pastor with responsibility for Outreach & Teaching

**Accountable to:** The church Elders and the congregation.

**Tenure:** Full time, salaried

## Key Responsibilities:

**1. Outreach:** Provide leadership and development in all areas of Hebron's outreach to the local community. This will include:

- Leading and coordinating a plan for reaching out with the Gospel in meaningful and sustainable ways to our community.
- Mobilising the congregation to serve the community in various manners to demonstrate love and represent God's grace to them.
- Supporting existing community ministries such as Holiday Clubs, Mainly Music, Baby and Toddler Group, Messy Church.
- Building on links with other local evangelical churches, and other organisations such as CAP to enhance our witness in the community
- Leading seeker courses such as Alpha/Christianity Explored

**2. Preaching and teaching:** Share of teaching responsibilities with our current Teaching Team. This will include:

- Sunday preaching. Responsible for approximately 40% share of sermons across the year, to teach and motivate believers to be better disciples while clearly presenting the Gospel to seekers in the congregation.
- Work with the elders in planning the teaching programme for the church.
- Support the Home Bible Study Groups within the church, including planning of subject matter and literature with other elders/staff.
- Share in leading prayer meetings and occasional midweek bible study series for the whole church, and lead or support additional small groups in the study of, for example, church doctrine and leadership, bible interpretation, discipleship, exploring Christianity
- To encourage the development and use of spiritual gifts throughout the church.

**3. Vision, Mission and Planning:** Seek to encourage and motivate all leaders, ministry groups & the fellowship alike, to focus on unity of purpose through the inspiration and guidance of the Holy Spirit. Working within the existing structures of the church - a plurality of equal elders, with the members of the church being actively engaged in work and ministries - the Pastor will:

- In conjunction with the elders, and other staff, set strategic goals for the spiritual development of the church, and train church members to take on roles of service and sharing of their faith.
- Attend or facilitate regular staff meetings and meetings with other ministry leaders to clarify goals and objectives.
- Be aware of, and support, with others, the leadership of all children's, youth, student and family work within the church.

## Terms:

**1. Hours of Work:** A 40-hour week, with flexible working hours is anticipated. Time is included for sermon preparation.

- It is envisaged that one specific day of the week will be taken as a day of rest.
- The 40 hours will be spread over the remainder of the week as appropriate, taking into account that some evening hours will be required.
- Time may also be allocated for further study or attendance at conferences as agreed with the Elders.
- The Pastor will be present at Hebron services on at least 40 Sundays a year.

**2. Place of work:** the Pastor will have a desk in the offices in the church building and is expected to base their working hours around that location.

**3. Remuneration:** Remuneration will be based on qualifications and experience. There will be an annual performance evaluation during which the compensation package will be reviewed.

**4. Annual Leave:** You are entitled to 30 days paid leave per year. This is inclusive of statutory Bank Holidays. Annual leave requests must be approved by another elder.

**Other Information:** There is an occupational requirement that the post-holder be a Christian.

## Knowledge, Skills and Abilities:

The requirements listed below are representative of the knowledge, skill, and/or ability required:

- Approachable and personable
- Outgoing personality and team player
- Effective leadership skills
- Excellent written and verbal communication skills
- Good computer, presentational and social media skills
- Up-to-date understanding of Safeguarding policies and practices and good awareness of health and safety responsibilities
- Ability to plan and organise workload

## Essential personal qualities

We are looking for someone to join our Leadership Team as an Outreach & Teaching Pastor who:

1. Is a Christian with a clear calling to evangelism.
2. Has the Biblical qualifications for eldership.
3. Will work closely with fellow leaders as a full and equal member of the eldership team.
4. Has a love for Jesus and a dedication to caring for, encouraging and discipling God's people.
5. Has a clear gift and passion for preaching and effectively communicating God's word in a practical and relevant way.
6. Prioritises personal prayer and development.
7. Leads by example and demonstrates Christian practice in all areas of responsibility.
8. Is able to develop God-given spiritual and practical gifts within the fellowship.
9. Is in full agreement with Hebron's "Statement of Faith".

**Above all a life that is committed to following Jesus Christ and upholding the principles of God's word should be modelled.**

*You are invited to complete  
our online application form at:  
**[www.hebronaberdeen.org.uk/outreachpastor](http://www.hebronaberdeen.org.uk/outreachpastor)**  
or contact [admin@hebronaberdeen.org.uk](mailto:admin@hebronaberdeen.org.uk)  
with any queries*

