

Church Profile: Search for a new lead minister 2023

Profile of Locking Castle Church (LCC)

Locking Castle Church was planted in the 1990s as an *Ecumenical partnership*, which is a joint project of the Anglican, Baptist, Methodist and URC churches. The vision was to 'share in the ministry of Christ to the world'. Weston Super Mare is set to become the largest town in North Somerset, with a population growing to over 100,000 people over the next decade, so LCC has a unique calling and opportunity to grow the kingdom of God, see souls saved and communities transformed in this locality and beyond. With its strategic position at the gateway to the town LCC is called to pioneer new initiatives, reach out to the surrounding estates and be a resourcing church, known for its love, unity and generosity.

Our purpose Our purpose as a church is *to grow a loving community by sharing Jesus, the beacon of hope for everyone*. We do this in dependence on the Holy Spirit, through prayer and demonstrating our worship by what we do as well as what we say.

Our priorities Our discipleship priorities may be summarised as **Growing, Loving and Sharing**. See [Appendix 1](#) for more information.

In a recent review of Locking Castle Church, the following aspects of the church were raised. These are a statement of who we are and what is important to us.

Dependant on God/ faithful steward of Gods provision: As stated in our purpose we do everything “...in dependence on the Holy Spirit, through prayer and worship, demonstrating this by what we do as well as what we say”. God has been faithful to us in terms of spiritual and numerical growth and provision including financial. Each year the Church council steps out in faith that God has his plan for our next year and any worry about finance needs to be given to him.

We are therefore looking for a minister that is dependent on the Holy Spirit but also to steward God’s provision faithfully, legally, and prudently.

Multidenominational/Ecumenical: We see a strength in our ties with our four denominational partners. The Anglican, Baptist, Methodist, and the United Reformed Church. These partnerships help with accountability, support and for some of our congregation part of their Christian identity. For many, however, denominations do not mean anything to them as they see themselves as part of the wider Christian church and members of Locking Castle Church. We therefore strive to hold any difference well.

We are therefore looking for a lead minister who fully support this ecumenical structure and see it as a strength of this church. They should appreciate the depth nuances and complexities of members relationship with the denominations and ecumenism

Intergenerational/Diverse: We have a cross section of church traditions within the life of Locking Castle Church through our three weekly church services. The early morning 9am service, a liturgical communion, hymns, and sermon-based service. This has grown in recent years because of this was the first service to start following covid. Here we are more obviously denominational with each week the liturgy selected from our four denominal partners. The 10:30 service features band lead worship, prayers, kids, and young people’s work as well as sermon and prayer ministry. Once a month the youth team is invited to explore more pioneering ways of doing Sunday worship. Our sermons are delivered by our sermon team which is a mixture of ordained ministers, staff members and lay members of the church. Our mid-week Oasis service is a dementia friendly cafe church full of favourite hymns and fellowship. We also believe in equipping children, young people and families through our work here at Locking Castle Church. We help provide resources inline with helping them explore the Christian faith together and discover who they are and all they can be through Jesus.

We are therefore looking for a lead minister who can lead our congregations to a deeper love of God though many diverse ways of worshipping Him.

What we are looking for in a new minister

Qualifications and experience

1. Formal ministerial or related training.
2. Registered as a minister within one of our four denominations.
3. Experience leading a Church either as a lead or assistant minister.

God Centred

4. Dependent on the Holy Spirit to steward God's provision faithfully, legally, and prudently.
5. A teacher of the Gospel both in word and action, leading to the discipleship of all who attend.
6. Lead our congregations to a deeper love of God through many diverse ways of worship.
7. Able to discern which challenges are spiritual tests through which to persevere, and which are doors closed by God.
8. Capacity to navigate the needs and preferences of the congregation and the strategic direction of the ECC/Leadership in a Godly manner.
9. Humility and drive for ongoing personal growth and professional development – evidence of a track record of their development.

Committed to Grow Locking Castle Church

10. Lead us by seeking God's strategic will for our work over the next 5-10 years.
11. A track record of developing leadership and is fully committed to a diverse leadership both church and community-based activities. Enable individuals to see how their role contributes to the overall work of LCC
12. Willing to develop partnerships with new and existing church and non-church partners.

Loving everyone as they are

13. Committed to ensuring Locking Castle Church continues to be a welcoming and safe space for all that interact with us.
14. Committed to supporting and developing our pastoral outreach and internal support.
15. Committed to ensuring Locking Castle Church keeps striving to be environmentally aware in everything we do.

Sharing Jesus

16. Placing mission and evangelism at the heart of all we do, fulfilling The Great Commission.
17. Developing the church into seven day a week missionary field both in the building and on the front lines of everyday life.
18. Giving space for people to commit to and foster a relationship with Jesus.

Governance

19. Positively draw upon the rich diversity of traditions at LCC, being in full support of our ecumenical structure and see it as a strength.
20. Committed to a safe church which gives high regard to safeguarding and safer recruitment practices.
21. A servant heart in the management of church finance, health and safety and other statutory requirements.
22. Track record of identifying and applying for grants to support existing work and developing new initiatives.

Vision and 3 Year Strategic Priorities – October 2022

Locking Castle Church was planted in the 1990s as an Ecumenical partnership with the intent of *sharing in the ministry of Christ to the world*. As Weston-super-Mare is set to become the largest town in North Somerset, with a population growing to over 100,000 people over the next decade, LCC has a unique calling and opportunity to grow the kingdom of God, see souls saved and communities transformed in this locality and beyond. With its strategic position at the gateway to the town LCC is called to pioneer new initiatives, reach out to the surrounding estates and be a resourcing church, known for its love, unity and generosity.

Our purpose

Our purpose as a church is *to grow a loving community by sharing Jesus, the beacon of hope for everyone*. We do this in dependence on the Holy Spirit, through prayer and worship, demonstrating this by what we do as well as what we say.

Our priorities

In light of our purpose, our discipleship priorities may be summarised as **Growing, Loving** and **Sharing**:

Growing



Healthy churches grow. We aim to grow in depth of faith, in full maturity, in love and in numbers. We are committed to growing in our knowledge of God through prayer, proclaiming his Word, heartfelt worship and welcoming his presence.

Growth is rooted in *The great commandment* which says '**Love the Lord your God with all your heart soul, strength and mind.**' (Matthew 22:37) As we look up to the Lord Jesus for our strength, vision and spiritual nourishment, we will deepen our maturity as we grow together as a community.

Loving



Locking Castle Church is a caring supporting church where all ages are welcomed, accepted and celebrated for who they are. The church and its activities will be a place of safety with safeguarding prioritised – a refuge where people can be restored in Christ.

It is not enough to love simply as we see fit. Jesus raised the bar when he issued *The New Commandment* to '**love one another as I have loved you.**' (John 13:34) This means our love for one another needs to ask 'What Would Jesus Do?' His love is sacrificial and compassionate, wrapping truth with grace. Love means being hopeful; it means being 'ok not to be ok'; and it means being generous with our time and money, and being patient with those who may think differently.

Sharing

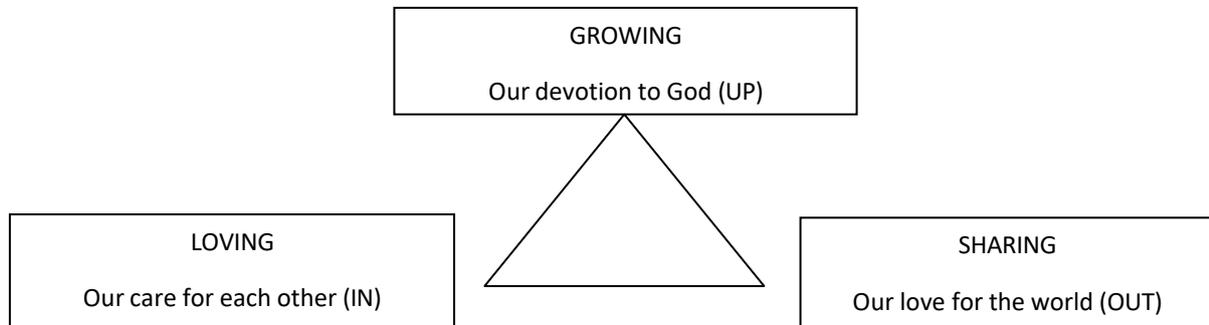


Sharing Jesus with everyone means placing mission and evangelism at the heart of all we do, fulfilling *The Great Commission* to '**Go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit and teaching them to obey everything I have commanded you.**' (Matthew 28:19) We will continue to Share Jesus by making people aware of the gospel, telling our story and ensuring we serve our community in practical ways that express and demonstrate the unconditional loving kindness of God.

Therefore, disciples of Jesus live out this calling both individually and collectively on a day to day basis through:

- Prayer, bible study & worship – our upward devotion to God (Growing)
- Support and fellowship – our inward care for each other (Loving)
- Mission and evangelism – our outward love for the world (Sharing)

Mature followers of Jesus invite the Holy Spirit to empower them & give a balanced approach, placing equal value on Up, In and Out:



Romans 12:10-13: 'Be devoted to one another in love. Honour one another above yourselves. Never be lacking in zeal, but keep your spiritual fervour, serving the Lord. Be joyful in hope, patient in affliction, faithful in prayer. Share with the Lord's people who are in need. Practice hospitality.'

Our Value filters

To ensure every activity at LCC is fulfilling our purpose and priorities, we will evaluate them against four value filters:

