



**Associate
Pastor
Opportunity**

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Job Advertisement

Swords Baptist Church (SBC) invites applications for the role of Associate Pastor.

This is a key role at SBC. The person will serve alongside the current lead pastor and be part of a vibrant staff team.

We are seeking someone who is passionate about helping people to experience a different kind of life through a personal relationship with Jesus so the role will have responsibilities in the following areas

- Discipleship Pathway Architecture
- Small group ecosystem
- Ministry leader development
- Assist in teaching and preaching
- Pastoral and soul care
- StaffTeam

Terms of employment

The following is a summary of the terms of employment. Further details can be supplied on request.

Hours	A normal working week is 38 hours; some responsibilities of the job will require working outside the normal hours
Type:	Contractor / Sole Trader
Salary:	Salary will be based on experience but will be competitive
Pension:	5%
Reporting to:	The current lead pastor
Probation:	Six months

There is a Genuine Occupational Requirement (GOR) that the post holder is a Christian. Appointment to the post will be subject to Garda vetting. Given the key role staff play in shaping and directing the church, the successful applicant must wholeheartedly agree with and adhere to SBC's Statement of Faith, vision, mission and values and constitution. References will be required but will not be requested without first informing the candidate. We will be asking your referees to provide information on both your character and your capabilities.



Job Description

The main areas of responsibility are:

Discipleship Pathway Architecture

Design, implement, and refine a cohesive, multi-year spiritual growth track that guides individuals from new faith to maturity.

Small group ecosystem

Oversee, scale, and shepherd our network of small groups/home groups, ensuring they remain spaces of vulnerable accountability, practicing the Way of Jesus, and mutual care.

Ministry leader development

Recruit, train, and spiritual director-style mentor small group leaders and lay shepherds, equipping them to facilitate deep soul care and spiritual conversations.

Assist in teaching and preaching

Share preaching responsibilities periodically with the lead pastor, delivering formative, experiential, and biblically rich messages.

Pastoral and soul care

Provide targeted spiritual direction and pastoral counselling to individuals navigating deep faith transitions, crises, or the "dark night of the soul."

Staff team

Contribute to SBC community life including staff meetings during the week, joint times of prayer and worship, being part of wider SBC staff activities such as retreats and any other duties as may be required from time to time

Role Requirements

The main areas of responsibility are:

	Essential	Desirable
Spiritual Life	• A Vision for the local church in extending the Kingdom of God • A vision for wanting to help people experience a different way of life through being disciples of Jesus • Teachable and humble • Awareness of the inner life, living from one's heart and the unending grace of God • Has obvious love for Jesus and desire to know him better • Be a person who values and champions prayer	• Has served in a full time ministry capacity before
Pastoring	• Formational mindset to ministry • Able to contribute on pastoral issues for people of all ages • Must have a "shepherd's" heart	• Experience serving in a multi-ethnic church environment • Experience of leading small groups
Gifting	• Good listener • People centred in terms of gifting • Good communication skills	• Gifting in evangelism • Interest in reaching out to local unchurched community • Gifted preacher and comfortable leading church services • Gifted teacher in small groups and more formal settings
Gifting	• High view of Scripture • Must be in wholehearted agreement with SBC constitution	

	Essential	Desirable
Leadership	• Servant leader by style • Good team player with ability to delegate responsibility where appropriate • Ability to develop, manage & coordinate volunteers • Able to partner well with current lead pastor • Lifestyle congruent with the biblical requirements for leaders (1 Tim. 3:1-13; 2 Tim. 2; Titus 1:5-9).	• Experience operating in a church leadership position • Gifted in the area of strategy and envisioning
Experience & education	• Proven track record in ministry in a local Church context • Third level qualification • Legally permitted to work in Ireland	• Third level qualification in theology or related field



Who We Are

As a Christian community, we see ourselves at Swords Baptist Church (SBC) as living proof that there is a God who desires relationship with us and who can be known in a very personal way. He has plans and purposes for our lives and has, at His core, our very best interests. We recognise that in the person of Jesus, God Himself actually visited our world and died for us, and through His death and resurrection the possibility exists of connecting with the God who is more present than we could imagine.

Many of us at SBC would say that we have encountered this God in a way we never dreamed of and are seeking to journey with Him in our everyday life allowing Him to shape and guide us. Scott Peck, in his book “A Road less Travelled” said that ‘life is difficult,’ and while life can at times be great as well, we recognise that knowing God personally gives us substantial resources for living our lives well whatever the circumstances.

We have the Bible, the word of God, at the centre of our lives. We believe that in the person of Jesus, God himself actually visited our world and died for us individually. Through His death we can have forgiveness of our sins and that by belief in His resurrection we can have a relationship with Him, the living God, who is more present than we can imagine. His desire for us is that through our cooperation with the Spirit we would be formed increasingly into the image of Jesus.

There have been Baptist Communities in Ireland since the 1600s. We are a self – governing and self-financing body. We are called “Baptists” because we baptise, by “total immersion” – sometimes at Tower Bay in Portrane and sometimes in a tank in our church garden, those who believe and have a personal relationship with Jesus.

Churches often present a “truncated gospel” which says the good news of Jesus is that he died for our sins so we can go to heaven when we die. While we believe this is true, the good news message of Jesus is much broader and grander than this. We believe Jesus says we can flourish and have joy and a deep sense of fulfilment now even as we engage with the challenges life throws at us (John 10:10).

We believe a different kind of life is possible when we live it in relationship with Jesus as his apprentices or disciples. He is not only our sin substitute but also our teacher, our yoke-fellow, our brother and friend. He invites us to follow him in how we live our lives.

Our vision, mission and values

Our vision statement acknowledges our desire for a deeper life with God while at the same time recognising we are all on this journey together.

Learning to experience a different kind of life through a personal relationship with Jesus

We are drawn to the idea of people flourishing in life; living life to the full or experiencing it in abundance. (John 10:10) We also believe that a flourishing life can only come from a relationship with Jesus. That flourishing life should then manifest itself in different ways; it will be visible in how we live. That new life we believe will be visible in at least three ways:

1. Rich relationships between people inside the church and with those we know outside the church. The church is a body made up of many interdependent parts. (1 Corinthians 12)
2. Our character increasingly being changed so we become more like Jesus. We become people who act as Jesus would act if he was living my life and in my situation.

The church's primary mission is to make disciples – apprentices of Jesus (Matthew 28:19). We believe this change is effected by the Holy Spirit and requires our cooperation through spiritual disciplines that we engage in to make ourselves available to Him.

3. We will be more concerned for the world around us in terms of those in our families, communities and places of work who do not yet know Jesus. We will also be concerned about the good news of Jesus being communicated to a wider world in word and deed. (Matthew 28:19)

These three aspects of a flourishing life are things we as a church can invest people, time and resources into.

When Jesus met a blind man in Mark 10, he asked him “what do you want me to do for you?” Unless we are a people who have a desire for more of God and more from the life that he offers us, we will not flourish. We want to be a people therefore who want a deeper relationship with Jesus. We want to be people who from that desire, are committed to act upon it by seeking character transformation and are concerned for the lives of those around us.

We understand our mission to be: -

Our mission is to enjoy a flourishing relationship with Jesus resulting in rich relationships with others, transformation of our character and faithful sharing of his message with our community

Our Values

Our values help us form and keep our group identity. When we do anything as a church it should broadly align with our values. As a church we want to be comfortable saying “we are a people who seek to live out these values”.

The following are values that we see at Swords Baptist Church

1. Followers of Jesus – We believe as followers or disciples of Jesus that God wants to conform us to the character of his son Jesus (Romans 8:29). While we cannot change ourselves, we also recognise that no one accidentally drifts into holiness and that it will take intentional cooperation with the Holy Spirit, surrender to him, through enacting practices also known as spiritual disciplines as we apprentice under Jesus

2. Joy – We believe that joy as a part of the fruit of the Spirit (Galatians 5:22) is evident at SBC. Where joy is absent in a community, growth is less evident (Hendricks, 2020, p. 62). The following are some benefits of joy in a community setting.

- a. I feel like I belong
- b. I feel more stable when things go wrong
- c. It is easier to be myself
- d. I feel free to share my heart with God and others

Joy is something that we want to continue to experience and promote as a value at SBC

3. Community - We believe strong, interdependent relationships are key in a local church body. We want people to individually develop a personal interactive relationship with Jesus Christ which comes from spending time in his presence and with each other. As we seek to share life together we want to be open to being challenged in love by one another in terms of how we live so that we can grow to be more like Jesus

4.Multi-Ethnic – We are a diverse group of people who each have a story of origin. While we want to remain an ‘Irish’ church we want at the same time to celebrate our diversity as we believe it is a picture of heaven (Revelation 7:9)

5.Grace-Centred – We acknowledge that we are a blood-bought people and that in our own strength we would be completely without hope. (Romans 5:8; Ephesians 2:8-9) We received that grace and seek to extend it to others with God’s help.

6.Hearts – The heart is the wellspring of a person’s life (Proverbs 4:23). What is going on in a person’s heart is who they really are – what they believe about life. We believe that the condition of our hearts is more important to Jesus than “how well we play by the rules” (Richard Foster). We want our people to live from their hearts rather than just their thinking (cognitive) centre.

7.Bible-based – We believe the Bible is God’s words to us. It is our authority where we find how best to live. But more than that we believe God reveals his heart to us through the 66 books that constitute the Bible; so much so that we see it as God’s love letter to us.

8.Sharing the hope we have in Jesus – We believe the offer of new life in Jesus through trust in Him is the good news everyone is ultimately searching for. It is our desire to live authentic, transparent lives that are filled with hope, that cause others to need us to account for the hope that is within us. (1 Peter 3:15)



With that in mind our values can be summarised as:

Jesus Followers

We seek to follow Jesus in every aspect of our lives, resulting in character change through living out the practices he modelled in the gospels

Joy

We have genuine Joy that is deep, resilient, and resistant to challenging times

Community

We are a community which responds to God's love for us by pursuing genuine, deep relationships with one another

Multi-Ethnic

We are multi-ethnic in our makeup, practice and worship

Grace

As we experience God's grace in our lives we seek to extend it to others

Heart focused

We believe that the condition of our hearts is more important to Jesus than how well we "play by the rules"

Bible

The Bible is God's words to us. It is our authority where we find how best to live

Evangelism

We share the good news message of Jesus in our everyday conversations and through living lives that demonstrate our trust in him

Core beliefs at SBC

In teaching the Scriptures we as a church hold the following doctrines as our basis of faith: (Summarised from our Constitution)

God

He is the Creator of all, existing in three co-equal and eternal persons; Father, Son and Holy Spirit, who is gracious in His love towards all, especially to those who believe. In His holiness, God hates sin and cannot leave the guilty unpunished.

Man

Created in God's image, by exercising his free will, has disobeyed the Creator and thus his fellowship with God is broken. As a result all people are born spiritually dead and incapable of saving themselves.

Jesus Christ.

He is fully God, who became man to save us from the consequences of our sin. He was born of a virgin birth, lived a sinless life and died sacrificially on the cross as our substitute. He was buried, but rose again bodily, and subsequently ascended into Heaven. He will return in time to complete His Kingdom.

The Holy Spirit.

He is the one who convicts us of our sin, baptizes us into the Church when we become Christians and indwells us thereafter permanently. Through His power sin can be overcome. He is the one who teaches us truth, equips us with gifts, so that the Lord Jesus might be glorified

The Bible

It is through His word that God reveals Himself to us. He is its author and it is without error in any part, or on any subject, in the original manuscripts. It is our final authority in terms of our doctrine and daily living.

How we become Christians

We believe that salvation is by grace alone and that eternal life is freely given when we admit we are sinners and accept Jesus death on the Cross as the way to see our sin forgiven and to become a child of God.

Judgement

There is a literal Hell: Jesus spoke of such a place. All who die not knowing Jesus as their Saviour will go there after the final Judgement.

The Devil

The Devil does exist. He is God's enemy, seeking to deceive us and draw us to worshiping Him. He was defeated at the Cross and will be cast into "the Lake of Fire" after the final judgement.

The Church

The church is the company of all born again believers everywhere, Jesus Christ is its head. Locally the church meets as groups of Christians for corporate worship, fellowship, prayer, instruction, and witness.

Christian Marriage & Sexuality

We believe that God wonderfully and immutably creates each person as either male or female, and that these two distinct, complementary sexes together reflect the image and nature of God (Genesis 1:26-27).

We believe that God created marriage to be exclusively the union of one man and one woman, and that intimate sexual activity is to occur exclusively within that marriage union (Gen. 2:18-25; 1 Corinthians 6:18; 7:2-5; Hebrews 13:4).



Application Process

Personal Details

Full Name:	
Address:	
Phone No:	
Email:	
Do you have a full driver's license?	
Education details:	

Christian Experience.

Please share something of your faith journey with us

Please give the name of the Church family you are connected with and your current involvement there.

What do you enjoy most about ministry in a church context?

SKILLS AND EXPERIENCE

Please outline any skills and experience you have gained which you think are relevant to your application or any other relevant factors which have not been covered elsewhere.

Attachments that make up your application

- ☐ This completed application form
- ☐ I have read and agree to work within the Constitution of Swords Baptist church
- ☐ Cover letter (no more than 500 words) describing yourself using the following areas as a guide: - Spiritual Life, Pastoring, Gifting, Theology, Leadership, Experience & education
- ☐ CV (including sections on education, experience in youth ministry, interests and hobbies)
- ☐ Two referees (See above)

Signed:

Date: