



BEACON HEATH CHURCH

PART OF GOD'S CHURCH IN EXETER

beaconheathchurch.org.uk

Part-time Pastor Application Pack

Beacon Heath Church
King Arthur's Road
Exeter
EX4 9BE

BEACON
HEATH
CHURCH

Application deadline: 18th December 2026



WHO WE ARE

Beacon Heath Church is a warm and welcoming evangelical church serving the Beacon Heath area of Exeter and beyond. We're a genuine mix of ages, life stages and backgrounds, and we love doing life and faith together. You'll find us to be friendly and down to earth. We take the Bible seriously and Jesus even more so, but we don't take ourselves too seriously.

OUR MISSION

Beacon Heath Church exists to see more people become committed followers of Jesus.



BACKGROUND AND CURRENT CONTEXT

Introduction

This brief background section sets out Beacon Heath Church's story, its present situation, and the kind of pastoral leadership it is now seeking. It is intended to give candidates a clear picture of the church's roots, current needs, and hopes for the next stage of ministry.

The church is looking for a Pastor who can help the fellowship regain stability, renew confidence, and develop sustainable patterns of shared ministry for the years ahead.

Church history and ministry roots

Beacon Heath Church was started in the early 1960s and has grown alongside the estate within which it is situated.

The church began as a Brethren Assembly and appointed its first full-time pastor in the 1990s. Since the 1990s, it has had three pastors and is currently without a paid leader. Until 2025, the church maintained its position as an independent evangelical church and was part of the PartnershipUK network. In 2025, the leadership decided to affiliate with the FIEC.

Beacon Heath Church has never been a large church; its membership has typically been about 80 people.

Throughout its history, Beacon Heath Church has been active in outreach and evangelism to the local housing estate through children's and youth work, Alpha and Christianity Explored courses, men's groups, women's lunches, coffee mornings and community meals.

The church's leadership has consistently maintained good relationships with other evangelical churches in Exeter, particularly through fellowship, outreach, and practical cooperation.

Current context and leadership transition

The estate around Beacon Heath Church contains a high proportion of social housing and need. The estate is served by a community centre, The Beacon, which is owned by another local church.

Beacon Heath Church is emerging from a difficult period of leadership transition. Its long-standing pastor, who served for 15 years, moved on in March 2025. The church subsequently appointed a new pastor, who began in November 2025 but left in January 2026. The resulting change and relational strain were significant, and several people, including some former leaders, have since left the fellowship.

The church family now comprises around 45 members, representing a broad range of ages, backgrounds, and stages of faith. Some have belonged to the church since the 1980s, while others have joined in recent months.

Spiritual oversight is currently provided by the Trustees of Beacon Heath Church. Five trustees are Exeter-based members of the church (three women and two men), supported during this transitional period by a sixth trustee, a former pastor. Together, they are seeking to lead with humility, grace, and dependence on God, while building a healthy and sustainable future for the fellowship.

Services are led by a variety of people from the fellowship, both male and female. Given both our history and that our female leadership in the church is strong, we are looking for a godly man to take on the role of Pastor to bring spiritual maturity, biblical conviction, pastoral sensitivity, and steady leadership.



The successful candidate will help renew confidence, offer thoughtful pastoral care and Bible teaching, and equip others for ministry so that shared leadership can grow. Working alongside the Trustees, the Pastor will also help establish a clear and sustainable handover of responsibilities.

Future and vision

Beacon Heath Church has a longstanding commitment to its local community, a faithful core of members, and strong relationships with other evangelical churches in Exeter. It now has an opportunity to rebuild with patience, prayerfulness, and renewed confidence in God's purposes.

Beacon Heath Church's leaders and members are convinced of the need for a faithful witness to Jesus in the local community: a witness the church has sought to provide for more than 60 years. The present membership is committed to Jesus and to the advance of the gospel in the Beacon Heath area. They are ready to use their gifts to support a new Pastor in serving both the church family and the wider community.



ROLE DESCRIPTION

Purpose of the role

To provide spiritual leadership, pastoral care, biblical teaching, and strategic guidance to Beacon Heath Church during a season of recovery, renewal, and leadership development.

The Pastor will work alongside the Trustees to develop the leadership of the church to help foster a healthy church culture rooted in Scripture, centred on Christ, and characterised by spiritual maturity, mutual care, discipleship, and mission.

The role is intentionally part-time and is expected to occupy approximately three days per week.

Key responsibilities



Spiritual leadership

- Provide spiritual leadership to the church through prayer, biblical teaching, pastoral wisdom, and personal example.
- Help the church discern God's leading for its future.
- Encourage a culture of grace, humility, reconciliation, discipleship, and mission.
- Support the spiritual health and wellbeing of the church family.

Teaching and preaching

- Take primary responsibility for the preaching ministry of the church.
- Provide clear, faithful, and accessible biblical teaching.
- Encourage the congregation to grow in their understanding and application of Scripture.
- Support the development of teaching gifts within the church.

Pastoral care

- Provide pastoral support to members and attendees.
- Offer pastoral guidance during times of difficulty, transition, illness, bereavement, and personal challenge.
- Encourage a culture in which pastoral care is shared throughout the church family.
- Help rebuild trust and healthy relationships where appropriate.

Leadership development

- Work with the Trustees and church leaders to identify, encourage, and develop future leaders.
- Mentor emerging leaders and ministry volunteers.
- Help strengthen leadership structures and practices.
- Support the church in developing a sustainable leadership model for the future.
- Church renewal and strategic development
- Assist the church in reflecting on lessons learned from recent difficulties.
- Help cultivate a healthy church culture marked by trust, transparency, accountability, and mutual support.
- Contribute to prayerful planning for the future direction of the church.

- Encourage outward-looking mission and community engagement appropriate to the church's size and context.

Working with Trustees

- Meet regularly with the Trustees.
- Support the Trustees in matters relating to church vision, leadership, discipleship, and pastoral life.
- Assist in identifying priorities and opportunities for the future development of the church.
- Contribute to healthy governance while recognising the responsibilities of the Trustees.

Personal qualities and experience



Required qualities

The Pastor should demonstrate:

- A mature and growing Christian faith.
- A deep commitment to the authority and sufficiency of Scripture.
- A commitment to the unity and health of the church.
- Strong pastoral gifts and emotional intelligence.
- Experience of discipleship.
- Wisdom in navigating change, conflict, and organisational challenges.
- A collaborative leadership style.
- Ability to mentor and develop others.
- A heart for mission and evangelism.

Desired qualities

- Proven ability in preaching and teaching.
- Experience of church leadership.

Necessary experience

Experience in one or more of the following is essential:

- Pastoral ministry.
- Leadership development.
- Church revitalisation or recovery.
- Organisational leadership.
- Governance and trustee relationships.
- Mission and cross-cultural ministry.

Education and training

The successful candidate will ideally hold at least a bachelor's degree in theology, Biblical Studies or a related subject.

Measures of success

The desired outcomes of this ministry include:

- A healthier and more united church culture.
- Increased trust and confidence within the congregation.
- Stronger discipleship and pastoral care.

- Emerging and developing leaders.
- Sustainable leadership structures.
- Greater clarity regarding the future direction of the church.
- A congregation increasingly equipped for ministry and witness.

Success will not primarily be measured by numerical growth but by spiritual health, relational maturity, leadership development, and faithfulness to Christ.

Nature of appointment

This is a part-time pastoral role, normally occupying approximately three days per week, equivalent to 24 hours per week on the church's nominal full-time working week of 40 hours.

The successful applicant will be employed by Beacon Heath Church, a Charitable Incorporated Organisation. The full-time equivalent salary is £30,000 per annum, paid pro rata for this part-time role (i.e. £18 000).

The annual holiday entitlement is five weeks, calculated pro rata and running from 1 January to 31 December. Bank Holidays are additional to this entitlement. Holiday should be agreed in advance with the Chair of Trustees.

The nature of the role requires regular Sunday work, some evening work, and reasonable flexibility in working hours. Where the Pastor is required to work on a Bank Holiday, including at Christmas or Easter, time off in lieu may be agreed with the Chair of Trustees.

The appointment may be reviewed periodically in light of the church's developing needs and future leadership arrangements.

The role is intended to provide pastoral leadership, teaching, care, and strategic guidance while helping the church move towards long-term health, stability, and sustainable leadership.



APPLICATION FORM

In order to be considered for this post, the applicant must have the right to live and work in the UK.

Please click on the button below for the application form.

It is a Microsoft form and directions for completing it are on the form itself.

The application deadline is 18th December 2026 and successful applicants will be invited to interview on 23rd January 2027

For more information, please contact Simon Marshall on simonbeaconheath@icloud.com

[Apply here](#)

[Contact us here](#)



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