



Senior Pastor - Job Description and Person Specification

Job Description

We are seeking a Spirit-filled Pastor who is called and gifted to lead and take Woodford Baptist Church onwards with a vision for our spiritual growth as a worshipping community, which seeks to share God's love with our communities. The pastor will lead with enthusiasm, humility and integrity. The ideal candidate will have strong preaching skills, a pastoral heart and encourage discipleship. The position entails leadership of the church congregation, staff, Leadership Team and Trustees.

Central elements of the role include:

Prayer

- Maintain a consistent personal prayer life
- Encourage and promote prayer as the foundation of church life and spiritual growth

Vision and Leadership

- Provide spiritual and organisational leadership
- Function as leader (first among equals) among the Elders, Trustees and Leadership Team
- Develop and co-ordinate the overall mission and strategy of the church in collaboration with the Elders, Trustees and Leadership Team
- Develop and coordinate strategies for growth in across all ministries in collaboration with Ministry Leads
- Oversee the work of the church's pastoral and ancillary staff, including our key ministry with youth and children
- Oversee and support the Ministry Teams and Leadership Team • Develop links and cooperation with other local congregations and ministries
- Oversee training and development of individual gifts and ministries
- Communicate vision and strategy through church meetings
- Coordinate church finances with the Finance Team
- Ensure legal compliance and good stewardship
- Maintain church discipline and unity

Evangelism

- Lead and inspire the church to actively communicate our faith with others with the Deacon for Evangelism

- Lead and coordinate outreach (e.g. Alpha) and discipleship programmes
- Develop relationships and links within the wider community
- Encourage the church to look out for the poor and disadvantaged within our community

Pastoral Care

- Oversee the pastoral care of the congregation, alongside the Deacon for Pastoral Care
- Oversee prayer ministry, alongside the Deacon for Prayer Ministry
- Oversee pastoral support for missionaries, alongside the Deacon for World Missions
- Facilitate our small group structure (life groups) for spiritual growth and to foster close relationships
- Encourage discipleship relationships within the church
- Oversee and conduct weddings, funerals, dedications, baptisms
- Coordinate integration of new members into church life

Preaching and Teaching

- Plan and organise adult preaching and teaching programme
- Organise the preaching schedule and deliver the majority of Sunday preaching whilst encouraging others to grow in their preaching and teaching ministry

Personal Welfare

- To take off a minimum of one full day off a week
- Adhere to lone-working protocols
- Have a Spiritual Mentor
- Build in retreat days/training opportunities

Person Specification

- A spiritually mature leader with a clear vision for the church
- Meets the character traits set out for an overseer in 1 Tim 3
- Self-motivating and able to manage a busy and diverse workload
- Able to encourage and enable others to serve as they are called
- A good preacher, rooted in the Word and able to share the Bible in an accessible way to different audiences
- Passionate for Jesus and the growth of the Kingdom of God
- A people-focused leader who will develop a clear vision for the church
- Diplomatic, tactful and patient; able to deal with conflict should it arise
- Strong communication skills, capable of engaging at both a personal and corporate level
- Able to work with people from a broad diversity of backgrounds and ages

Qualifications and Experience

- Theologically trained
- Past experience in leading a church (at senior or associate level)