



Senior Pastor - Job Description and Person Specification

We are seeking a Spirit-filled Pastor with a servant attitude, who is called and gifted by God to lead Woodford Baptist Church into an exciting new chapter of faith, growth and mission. We are looking for someone who will inspire and encourage the church in a journey of spiritual growth, helping us to deepen our worship, strengthen our life together as a church family and grow in our love for God and for one another.

Together, we long to be a vibrant, welcoming community, sharing the transforming love of God and the good news of Jesus Christ with the people and communities around us.

The Pastor will lead with enthusiasm, humility and integrity. The Pastor will demonstrate a devotion to God and the work of the Holy Spirit, through worship prayer and studying scripture. They will have strong preaching and teaching skills, a genuine pastoral heart and a servant leadership approach. They will be committed to encouraging spiritual growth and fostering a culture of discipleship throughout the church.

The role entails spiritual and strategic leadership to the church congregation, staff, Leadership Team and Trustees, working collaboratively to support the church's mission, vision and ministry.

Job Description

Central elements of the role include:

Vision and Leadership

- Provide spiritual and organisational leadership
- Function as leader (first among equals) among the Elders, Trustees and Leadership Team
- Cultivate a healthy, godly and Spirit-filled culture (atmosphere, values and behaviours) among the church leadership and the wider congregation, shaping how people experience church and how they relate to God and one another.
- Facilitates and fosters a Spirit-filled atmosphere of open and wholehearted worship, creating space for the Holy Spirit to move and for the church to respond freely and expectantly to God.
- With the Elders, develop and co-ordinate the overall mission and strategy of the church in collaboration with the Trustees and Leadership Team
- Develop and coordinate strategies for growth 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 Trustees, Leadership Team and associated Ministry Teams
- Oversee training and development of individual gifts and ministries
- Communicate the church's vision and strategy clearly and effectively through church meetings, small groups, one-to-one conversations, informal gatherings, and other opportunities to engage with and listen to members of the congregation.
- Coordinate church finances with the Finance Team
- Ensure legal compliance and good stewardship
- Maintain church discipline and unity
- Develop links and cooperation with other local congregations and ministries

Prayer

- Have a heart for prayer, maintaining a consistent and fervent personal prayer life.
- Encourage and promote corporate and personal prayer as the foundation of church life and spiritual growth alongside the Deacon for Prayer, developing a culture of prayer throughout the church.
- Oversee prayer ministry, alongside the Deacon for Prayer Ministry

Evangelism and Discipleship

- Lead and inspire the church alongside the Deacon of Evangelism to actively communicate our faith
- Oversee outreach (e.g. Alpha) and discipleship programmes with Deacon of Evangelism
- Develop our Life Group structure, identifying, training and supporting Life Group leaders and creating opportunities for spiritual growth and discipleship, meaningful fellowship, mutual support, and deeper relationships within small groups.
- Develop relationships and links within the wider community
- Coordinate and develop opportunities for the church to engage with and assist the disadvantaged within the community.

Pastoral Care

- Oversee the pastoral care of the congregation, alongside the Deacon for Pastoral Care
- Coordinate integration of new members into church life
- Oversee pastoral support for missionaries, alongside the Deacon for World Missions
- Oversee and conduct weddings, funerals, dedications, baptisms

Preaching and Teaching

- Plan and organise engaging adult preaching and teaching programmes
- Organise the preaching schedule and deliver the majority of Sunday preaching whilst encouraging, equipping and mentoring others to grow in their preaching and teaching gifts.

Personal Welfare

- Take off 1-2 full days per week (ideally 2) to maintain a healthy work-life balance
- Adhere to lone-working protocols
- Have a Spiritual Mentor who provides regular opportunities for prayer, reflection, accountability, and spiritual encouragement, supporting the Pastor's ongoing personal growth, wellbeing, and development in their calling and ministry.
- Build in retreat days/training opportunities into the Pastor's ministry rhythm, creating dedicated time for prayer, reflection, spiritual renewal, study, and personal development. This should include opportunities to attend relevant conferences, courses, and training events that strengthen leadership, preaching, pastoral care, and other areas of ministry.

Person Specification

Spiritual leader

- Passionate about Jesus, the work of the Holy Spirit, and seeing the Kingdom of God grow
- Has a desire to see people encounter Jesus as their personal saviour, grow in faith, and be empowered by the Holy Spirit to live out their calling.
- Models the character traits set out for an overseer in 1 Tim 3, providing a godly role model for others
- A humble leader with a genuine heart for people
- Demonstrates spiritual discernment and wisdom, particularly when identifying, appointing, and supporting those called to leadership roles

Visionary

- A spiritually mature and prayerful leader who, through the guidance of the Holy Spirit and in collaboration with the Elders, provides a clear and compelling vision for the church
- Able to encourage and empower others to serve as they are called, in line with God's word and the vision of the church.

Good communicator with excellent personal skills

- Ability to preach and teach Scripture in a Spirit-filled, engaging and accessible way across varying spiritual levels, firmly rooted in God's Word and sound doctrine.
- Strong communication skills, capable of engaging at both a personal and corporate level
- Able to provide clear messaging to ensure church members and attendees are well informed and understood

Developing and Empowering Others

- Able to work with people from a broad diversity of backgrounds and ages
- Develops teams that feel safe being open and honest, whilst developing a culture of learning
- Discerns and develops spiritual gifts in others

Personal effectiveness

- Self-motivating and able to manage a busy and diverse workload
- Able to set boundaries and manage others well to obtain a work life balance
- Can build external relationships and utilise networks well

Good at building interpersonal relationships and trust

- Creates a safe, open and collaborative culture where people can be themselves, speak honestly, share ideas, ask questions, have a laugh, and work together with trust and mutual respect.

- Exhibits strong interpersonal skills, approaching challenging situations with diplomacy, sensitivity, and patience.
- Able to deal with conflict should it arise
- Able to build relationships and trust easily

Staff Management

- Creates a safe, open and collaborative working environment
- Can execute a vision with the people and resources at hand, with continuous prayerful evaluation

Qualifications and Experience

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