



Pastor, Holmer Green Baptist Church

Accountable to: Church Leadership Team (Trustees and Elders).

Overview

The Pastor is expected to prayerfully discern the spiritual vision and direction of the church towards continued growth and impact in the local community, and in doing so, to set out strategies for moving towards those aims. This is to be done alongside and as part of the Leadership Team.

Leadership

- To oversee, promote and communicate the Vision of the Church alongside the Elders.
- To oversee, lead and develop the Leadership Team.
- To hold joint responsibility for recognising and developing people for positions in Leadership. To be responsible for visiting such people to explain the role and the importance of calling.
- To be the 'face' of the Church to the community, supported by the Leadership Team.
- To undertake line management and the day-to-day supervision of ministry staff (presently the Children & Families Worker) and teams of volunteers.
- To propose the content for members meetings (including the AGM's) together with the Church Secretary, planning the outline and allocation of duties/responsibilities.
- To be an active member of the church.
- To be a Trustee and be present at Trustees meetings.
- To be an Elder and be present at Elders meetings. To set the agenda and chair the Elders meetings.

Spiritual and ministry

- To undertake approximately 30% of the preaching in the Church.
- To offer feedback to those who lead from the front or preach.
- To jointly plan and oversee the Church teaching programme in partnership with the Elders.
- To jointly oversee and grow the prayer ministry of the Church, including prayer meetings, prayer ministry after services and other times and training suitable church members in prayer ministry.

- To work with the Elders to plan, facilitate and monitor the outreach of the Church.
- To be a presence at the Church and after services and be available to talk to people at such times.
- To hold joint responsibility for the recruitment of volunteers to all ministries within the Church.
- To encourage every member to have a ministry within the Church, in consultation with the Elders.
- To hold responsibility for the Discipleship of the Church, including the courses such as 'Alpha', involving and equipping other members in facilitating these.
- Promoting life groups and encouraging every member to join one where possible.
- To promote baptism by immersion and to oversee the process of individuals considering this.
- To have involvement in any PR or social media content relating to the Church, collaborating with the Trustees.
- To hold responsibility for Leadership contributions to the Church communications i.e. monthly diary sheet, website, letters with the trustees.
- To work with the team to oversee the content of the Church website and social media content.
- To liaise with and receive feedback from representatives of the Churches Together group of Churches.
- To take dedications, baptisms, weddings and funerals and to visit individuals as required.
- To liaise with and support the Trustees as needed in collaboration with the Elders.

Pastoral care

- To hold joint responsibility in partnership with the Elders, for managing and monitoring Pastoral care in the Church.
- To respond to any 'people' issues that come up, seeking guidance where appropriate.
- To oversee new people becoming members of the Church, in partnership with the Trustees and often to be the person responsible for visiting new people who might be exploring membership.
- To follow up on anyone who hasn't been around for a while.
- To be available and involved in conflict resolution as and when necessary, in partnership with the Leadership Team, this may include enforcing Church discipline, which at times might involve the termination of Church membership (involving the church members as required in the Constitution).
- To have involvement as appropriate in safeguarding issues, working closely with the Safeguarding Lead and Elders.
- To encourage any member in any ministry capacity within the Church.

Personal Welfare

The Pastor is required to:

- Take a minimum of one full day off a week and seek to work no more than 45 hours a week.
- Adhere to lone-working protocols.
- Build-in retreat days / conferences / training opportunities as agreed with the Elders.
- Take annual leave within the calendar year and to book this in advance.
- Take up to 3 months sabbatical every 5 years.
- Have an outside Mentor.

Person Specification

Essential

Experience

- Previous leadership experience
- Experience of managing volunteers
- Safeguarding knowledge / experience

Skills / Abilities

- Strong preaching and teaching abilities
- To be an excellent communicator
- To be able to motivate, encourage and lead a team
- To be able to deal with and relate to people of all ages
- To be able to help resolve conflict
- To be computer literate
- To be administratively competent

Personal Qualities

- Upholding Christian Values
- Integrity
- Able to prioritise and organise workload effectively
- To be able to remain calm under pressure
- To be able to give and receive feedback

Additional Occupational Requirements

- This post has a genuine occupational requirement for the post holder to be a practising Christian due to the nature of duties in support of the Christian ethos of the church.
- Willing to accept the beliefs of the Baptist Union's Declaration of Principle

- To hold to the Evangelical Alliance statement of faith

Desirable

Experience

- Proven experience of Church Leadership
- Be on the Baptist Union's Register of Covenanted Persons Accredited for Ministry, or willing to seek accreditation

Education / Qualification

- Bible College Qualification
- Educated to a Degree level or above

General

- Worked within a secular setting