**HOPE Portsmouth**

Job Description

**Post Title:** Senior Pastor

**Accountability:**  Reports to the Trustees

**Date:**  September 2022

**Hours**: Full time, 37.5 hours per week, over 5-6 days per week including Sundays

**Scale:** F2 or F3 depending on experience

**Purpose of Role:**

The Senior Pastor is a person called of God to shepherd the flock of God and is expected to be actively involved across all areas of Church life. In today’s society and culture it involves leadership, pastoral care, and a high degree of organisation and proven calling of God in ing and developing the congregation in mission, spiritual gifts and living the full Christian Life. Below are the list of duties and responsibilities. It may not be necessary for the Senior Pastor to personally perform all the tasks listed below, but it is their responsibility to ensure that they are covered and done to a level of competency acceptable to the Church Trustees.

This job description is an outline and account of the main duties required to carry out the post. It will be reviewed periodically to reflect changes and developments in service requirements.

**Responsible for:**

Senior Leadership Team (SLT) and others as required.

**Duties and Responsibilities:**

1. Provide ministry to all sections of the congregation that builds up and develops the stability, unity, maturity and spiritual health of the church, with overall responsibility for teaching, worship, pastoral care, prayer and evangelism.
2. Develop a vision for the church in partnership with the Senior Leadership Team; communicate it effectively, and lead the people in working towards its achievement.
3. Responsible for the overall spiritual well being of the staff and volunteer team, and the Church. Ensure effective line management and leadership to the staff and volunteers; providing line management in areas of responsibility.
4. Create, motivate and develop a vibrant senior church leadership team to outwork the church vision.
5. Along with Senior Leadership Team collaboratively form, develop and support key ministry/department leads.
6. Spend time building relationships with the congregation - relationship is key to success.
7. Ensure the church charity’s affairs are managed efficiently through regular meetings with, and developing a good working relationship with, the Executive Pastor, members of the Senior Leadership Team & Trustees to provide effective collective governance.
8. Develop ministries and, where necessary, launch new departments that allow giftings within the church to operate and move the church towards the fulfilment of vision.
9. Organise regular meetings with ministry leaders to progress the outworking of the vision and monitor progress against agreed targets.
10. Motivate, encourage and develop the staff and volunteers to ensure their skills and abilities are released to their full potential.
11. Develop relationships with other churches and organisations towards the outworking of the vision.
12. Maintain a current knowledge of the church finances and budgets.
13. Generate finances through congregational giving and fundraising initiatives and grants where necessary.
14. Oversee the delivery of the teaching plan and regular preaching.
15. Set culture for the church’s online ministry and social media presence.
16. Attend zone, area and national Assembly of God (AoG) events.
17. Be a member of the church and an active part of the fellowship.

18. Other occasional duties as agreed.

**Personal Responsibilities:**

1. Cultivate spiritual growth by allowing time each week for personal study, time with the Lord and personal ministry.

2. Take an active role in the teaching of God’s word and providing spiritual input and leadership at the main church gatherings. Specifically this involves:

a. Being part of the team that leads Sunday gatherings and Sunday prayer meetings

b. Being available to preach as and when required

c. Being available to pray for people as part of the ministry team when required

3. Take an active and visible role in communicating and living out the agreed mission of the church as set out by the Senior Leadership team.

4. Agree to excel in living out the Senior Leadership Statement of Commitment.

**Organisation Responsibilities:**

1. To work within the HOPE Portsmouth policies and procedures.

2. To provide a way of monitoring the effectiveness of this role and to report on this as required to the Trustees and to any funding bodies.

3. To undertake any training as required and attend any relevant meetings or conferences for promotion or development of projects.

4. To be an Authorised Bank Signatory.

Appointment to this role is subject to an enhanced DBS check and statutory checks including satisfactory references. The probationary period for this position is 6 months.

**(See below for person specification)**

**Person Specification - Senior Pastor**

|  | **ESSENTIAL**  | **DESIRABLE** | **METHOD OF ASSESSMENT** |
| --- | --- | --- | --- |
| **QUALIFICATIONS** | AoG Ministerial Accreditation *or* Equivalent *or* Willing to undertake  | Theology training | Application / interview |
| **KNOWLEDGE & EXPERIENCE** | Growing relationship with JesusAt least 5 years of significant ministry leadership experience within a church, including recent positive experience of team ministryFamiliar with how a church grows and remains healthy and able to nurture those qualities Proven ability to connect with and disciple those from a diverse background Suitable training in Biblical studies, church leadership and pastoral careEncouraging, motivating, clear and effective communicator. Proven ability to teach others in an engaging wayAble to help people connect with God, grow into faithful followers of Jesus, and serve the church and community | Knowledge of King’s Church PortsmouthExperience as Senior PastorExperience in community outreach | ApplicationInterviewReferences |
| **SKILLS** | Good leadership skillsEffective communicator Strategic and ogranisedAbility to maintain confidentialityEmotional intelligenceWorks collaboratively with a team. | Working knowledge of key systems such as Churchsuite, Breathe, and Xero. | Application Interview References |
| **OTHER** | Able to live in the City of Portsmouth |  | Interview |