

Rayners Lane Baptist Church

Senior Pastor - Job Description

Full-time role at Rayners Lane Baptist Church, Imperial Drive, Harrow

Main purpose: To bring wise spiritual direction to the fellowship through faithful and inspired expository preaching, loving pastoral care and encouraging confident discipleship and outreach. More specifically:

- To be the leader of the team ministry at Rayners Lane Baptist Church leading the church by working with the Associate Pastor, the Children and Families Ministry Lead, other ministry workers and the Deacons as they head up specific areas of the church's activities.
- To encourage the growth of whole life disciples of Jesus inspired by the life and ministry of the church family and specifically through times of gathered worship, fellowship, prayer and teaching.
- To develop further ways of proclaiming the gospel in word and deed in the life of the church family and to offer regular opportunities for people to explore faith in Jesus, to become Christians and to grow as disciples.
- To model and encourage pastoral care and friendship within the fellowship and develop the pastoral care team, guiding the pastoral care deacon in their ministry and ensuring good safeguarding practice.
- To uphold our mission partners around the world and to learn from them so that we can be more effective witnesses in our multi-cultural context.

Main duties:

1. **Prayer** – to model dependence upon the Lord: setting a high priority on dedicated times of personal and gathered prayer; attentively listening to the Lord through His Word and by the leading of the Holy Spirit.
2. **Worshipper and preacher** – Leading preaching and worship service planning including communion with a blend of contemporary and traditional styles reflecting the intergenerational and intercultural nature of worship.
3. **Encourager, Enabler** – Encouraging the development of church ministries and discerning members' gifting and calling and facilitating appropriate training and development.
4. **Evangelist** – to help enable the church family to develop talents in reaching out to our multicultural community; to help the congregation to recognise opportunities to bless those they meet, to be a witness for Jesus and to offer guidance in how to introduce people to Jesus and welcome them into the church family, whatever their background.
5. **Shepherd** – To oversee the staff team, pastoral care deacon and pastoral team in following the church's pastoral care policy and in overseeing the spiritual wellbeing of the church.

Other responsibilities:

6. Presiding - Be responsible for planning and conducting funerals, weddings, baptisms and dedications and overseeing when these are delegated to others.
7. Managing ministry staff and church business – Leading and managing the ministry team through regular team and one-to-one meetings and discussions to agree work and ministry priorities, assessing training needs, ensuring staff appraisals are conducted regularly by suitable qualified deacons and pastoring them. Liaising with church officers as needed and chairing leadership and church members meetings or nominating others to chair.
8. Continual ministerial development (CMD) – Fully participate in the BUGB CMD, being open to formative feedback and encouragement, networking with other ministers, learning and sharing with other churches seeking ongoing learning and training opportunities.

Accountable to: The Senior Pastor is appointed at a quorate special church members meeting following a recommendation by the Trustees. The Senior Pastor is ultimately accountable to the church membership but is expected to work in harmony and close collaboration with the elected Deacons, Church Secretary, Treasurer and staff members.

The above duties and responsibilities are not exhaustive and are intended to leave room for development and modification in the light of experience, the appointment of other members of the Pastoral Team and as the fellowship develops and changes.

Practical Matters:

Housing

The church owns two properties adjacent to the building including a recently refurbished 4-bedroom manse on Vicarage Way and a 3-bedroom property on Imperial Drive. In addition, there is a 2-bedroom flat on the premises. Housing can be provided to suit the needs of the minister and a housing allowance is also a possibility if preferred.

Stipend

- Salary - BU stipend plus between 25% and 35% depending upon experience
- Pension - 10% (salary plus manse value)
- Manse - council tax and water bills

Work Environment

We are able to provide the following:

- Office on the premises suitable for meetings
- Computer
- Designated work mobile phone
- Travel and other expenses
- Training fund provision to allow continued ministerial development through conferences, courses etc