

## **MAULDEN BAPTIST CHURCH**

### **Full Time Pastor – Job Description & Terms of Reference**

#### **Purpose**

The Pastor, in partnership with the Elders or, in the absence of Elders, the Deacons, will provide leadership in the ministry of Maulden Baptist Church in preaching and teaching, pastoral care and community outreach.

#### **Employment Status**

The full time Pastor will be an employee of Maulden Baptist Church and responsible to the membership as his employer. A structured framework of support and accountability will be provided.

#### **Key responsibilities**

- **General**
  - Play a full part in the general life and leadership of the church.
  - Attend meetings of the Diaconate (including Elders if any) as a full member of that team.
  - Network with other evangelicals in the area and regularly attend the local FIEC Pastors' Fraternal.
  
- **Preaching and teaching**
  - Preach regularly in various church services.
  - Work with the Elders or, in the absence of Elders, the Deacons to develop preaching and teaching programs.
  - Work with the Elders or, in the absence of Elders, the Deacons to develop and encourage preaching gifts within the church.
  
- **Pastoral**
  - Play a key role in undertaking pastoral duties.
  - Encourage discipling within the church.
  - Supported by the Deacons, further develop pastoral care.
  
- **Outreach**
  - Work with the Community Worker and the Elders or, in the absence of Elders, the Deacons in working for the numerical as well as spiritual growth of the church.
  - Energise the church for whole-life discipleship and mission through preaching, teaching and discipling.
  - Support and assist with existing and future outreach work, including acting as line manager for the Community Worker.
  - Work with the church to build strong relationships with, and seek to serve, our community.
  - Be a 'recognisable face' in the village school and wider community.
  
- **Team Building**
  - Develop team working within the church by encouraging existing teams and assisting the formation of new teams as required.
  - Encourage, mentor and train team leaders.
  - Help church to recognise and develop leadership gifts in the church, including establishing a plural Eldership as the Lord provides.
  
- **Personal Development**
  - Give time to personal Bible Study, prayer and spiritual growth.

- Read, study and attend events in order to facilitate personal development and growth in areas related to church ministry.

### **Terms of Reference**

The Pastor will be required to continuously demonstrate the following aspects of the Person Specification throughout his tenure:

- A Pastoral heart.
- Overseeing care for spiritual, emotional and physical needs of the MBC congregation in partnership with the deacons and church members.
- Preaching clearly and effectively.
- Assuming overall responsibility and oversight of Preaching/Teaching/Discipling/Encouraging Ministry within MBC.
- Preaching the Bible as literally and historically true.
- Being a Team builder and a Team worker.
- Being fully Evangelical and growth oriented.
- Belief in the continuation of all Holy Spirit gifts today.
- Having an all age ministry as shown by his inter-personal skills.
- Agreement with MBC & FIEC doctrine.
- The development of other leaders within MBC of all ages.
- Living out his preaching.
- Having an exemplary character.
- Maintaining his DBS clearance.
- Commitment to continued personal learning and his own ministry & personal development.