

# Job Description for the Pastor of West Kilburn Baptist Church

The prospective pastor<sup>1</sup> is expected to work with a team of leaders under the authority of God in His Word, and be sensitive to the counsel and guidance of the Holy Spirit seeking, in dependence on God:

- To faithfully preach Christ crucified.
- To share/preach God's Holy Word with/to His people and to those without Christ
- To strengthen and build God's people with love
- To show and share a vision for reaching the lost and managing the affairs of the church
- To be a team player working with the leaders
- To oversee and establish Biblical teaching/preaching
- To let the light of the glorious gospel shine among us, in the community and the world

<sup>1</sup> Acts 6:3; 20:26-28; 1 Peter 5:2-4; 1 Timothy 3:1-7, 15; 5:17-19, Titus 1:5-9; Ephesians 4:11-12.

## The ministry required can be broken down into three areas:

1. **MINISTRY:** God's people for sanctification (1 Thessalonians 4:3 & 1 Corinthians 6:20, Acts 20:26-28)

- Faithfully and diligently preaching and teaching God's Word.
- Lovingly and wisely pastoring and caring for God's people.
- Refining and recasting the Church's Vision, Values and Mission in a compelling way to equip and empower God's people to works of service.
- Training up and equipping the next generation of church leaders, and ministry team leaders.

2. **MISSION:** God's plan for salvation (Matthew 28:19; Mark 16:15; John 4:35)

- Equipping the body of Christ to see the harvest, to love the lost.
- Encouraging faith in the Sovereignty of God – we sow, the Lord brings the increase.
- Evangelizing the neighbourhood and enlarging our view of world mission.

### 3. **MANAGEMENT** of the church's vision and mission reflected in:

- Teams/tasks: managing and oversight of leadership team and with leaders the various teams/groups.
- Time: managing his own and that of others.
- Conducting reviews of teams and the work of the Lord under His eye.
- Overseeing the deacons responsible for the church's finances and premises.
- Assisting in the development and approval of the governing documents (Constitution, Rules and Handbook) as we transition to a Charitable Incorporated Organisation (CIO).

### **The pastor should be confident in:**

- God's call on him to ministry.
- The centrality and the supremacy of the Person and work of the Lord Jesus Christ in God's purpose in the world.
- The infallibility, authority and sufficiency of God's word for his life and his ministry.
- The gospel of God as the power of God for salvation for all who believe.
- The Holy Spirit's personal indwelling to lead him and comfort him in his life and ministry and also as the empowerment of his ministry.

### **Personal specification [E = essential; D = desirable]**

1. Born of the Spirit of God by the grace of God through the blood of Jesus and recognizing that this is the only way of salvation, peace and reconciliation with God (Colossians 1:20; 1 Peter 1:2). [E]
2. A man who is accountable to God, the leaders and the church and which is reflected in bi-annual reviews (Hebrews 4:12-13; 13:20-21). [E]
3. A friend of God and a man of prayer (James 5:13-18; 2:23). [E]
4. A man of God, dependent on His grace and mercy for daily living (Proverbs 3:5-7). [E]
5. A man of God who loves God's Word, wants to increase in love of God, wants to be led by God's Holy Spirit, to grow in faith, truth and knowledge of the Holy One. (Philippians 1:9-11). [E]
6. A man of God whose desire, vision and mission is:  
to see God's people grow in holiness;

for God's word to take root in the hearts of His church so that its members are grounded in love, united in Him, becoming mature, and growing in faith and in the love of God and ministering God's grace to others;

to see spiritual and numerical growth at WKBC. (Colossians 2:2-4; Ephesians 3:17). [E]

7. A man of God whose heart beats, longing for others to know that salvation is found in no other name than that of the Lord Jesus and encourages God's people to seek out those who are not saved. (Acts 4:12; Romans 10:1). [E]
8. A man of God who wants to share the Lord's goodness with other believers so that they can join in the fellowship of enjoying God together (Hebrews 13:16). [E]
9. He will either be a member of the FIEC's Pastors' Network or willing to join it. [E]
10. A man of God who knows his weaknesses, owns up to his mistakes and knows the joy of forgiveness from God. (1 John 1:7-10). [E]
11. A man of God who is able to speak with love to God's people and those who do not know God, yet also one who is able to encourage, challenge, instruct, rebuke God's people to love and good works so that they may be thoroughly equipped to fulfil God's will. (2 Timothy 3:16; Ephesians 2:10). [E]
12. A man of God who is prepared to have those 'difficult' conversations with grace, gentleness and truth (Colossians 3:8; 4:6; Ephesians 4:29). [E]
13. A man of God who lives by example and in whom the pulpit, the street, the church and the home reflect the same man. A man with a servant leadership attitude and who models authentic Christian living (Philippians 2:1-11; Galatians 2:19-20; 1 Thessalonians 1:7-8). [E]
14. If married, his wife should be joyful in coming to serve with him at WKBC. [E]
15. A man with a sense of humour [D] and one who has a hobby. [D]

## **Experience**

He should:

1. Know how to rightly handle the Word of God. [E]
2. Be Sensitive to the leading of the Spirit of God in conversations and pastoral counselling situations, in caring wisely for the diversity there is in the church family. [E]
3. Have worked in an inner city situation. [D]
4. Have worked with young people. [D]

5. Have served in more than one church. [D]
6. Have a practical knowledge of different types of evangelism. [D]
7. Have had some experience of reviewing the work of others. [D]
8. Have dealt effectively with emotional, mental and spiritual issues. [D]
9. Knowledgeable of safeguarding issues. [D]

### **Knowledge/Understanding**

He should have:

1. Knowledge of the Lord working in his life. [E]
2. Deep knowledge of God's Word and how to use it effectively. [E]
3. A growing understanding and appreciation of the complexities, opportunities, strengths that the profile of West Kilburn Baptist Church brings. [E]
4. Knowledge of other religions and belief-systems, especially Islām. [D]
5. Knowledge of current issues that young people are battling with. [D]