



Lead Pastor – Job Description

Accountable to:

- The Leadership Team and Trustees

Overall responsibilities:

Visionary Leadership

- Setting the spiritual direction, strategy and vision for the church.
- Modelling the values and practice of the church.
- Working to discern and fulfil God's purposes for the diverse community in Carlisle.

Responsible for:

- The pastoral oversight of church staff and members, ensuring spiritual health and growth.
- Maintaining biblical integrity and serve as the primary teacher and communicator of the Word of God for the church.
- Leading outreach and church planting.
- Setting the strategy for and coordinating small groups to meet the current needs of the community.
- Fostering a culture that is Spirit-filled, focussing on prayer and worship.
- Team leadership.
- The pastoral care of the church community.
- Leading the church staff team including mentoring and developing their skills and abilities to equip and care for the church family.

Key working relationships:

- The Leadership team, Trustees, Church Staff and Ministry Leads

Key responsibilities:

Be the architect for implementing the strategic vision of the church:

- Provide the framework and outworking of the church's vision through prayerful collaboration, teamwork, and strategic planning.
- Work closely with the church leadership, ministry leaders, and volunteers to discern God's direction, set shared goals, and align ministry efforts towards our vision and values.
- Through unity, clear communication and creative problem-solving, ensure that every ministry contributes meaningfully to the vision of the church.
- Working together in faith, seeking God's guidance to see the church grow in impact, discipleship and community engagement.

Motivate and inspire healthy teamwork, good communication and mutual respect within the staff team and church:

- Provide overall leadership and oversight to the Community and Outreach Pastor; Children, Families and Youth Pastor and church staff and ministries, ensuring that all areas of ministry align with the church's vision, mission and biblical values. This includes supervising, mentoring, delegation and supporting ministry leads and church staff to foster spiritual growth, unity, and excellence in their work.
- Promote effective communication and collaboration among teams, and ensure that resources are used wisely to advance the church's mission.
- Through prayerful leadership, accountability, and encouragement, cultivate a healthy, Christ-centred staff culture that empowers leaders to serve the congregation and community with integrity and purpose.

Lead and inspire as a leader of leaders:

- Develop growth and empower others through authentic leadership, mentoring, delegation and example.
- Help others discover their strengths and potential through meaningful conversations, coaching, and shared learning experiences
- Create an environment where people feel seen, supported, and encouraged to take initiative, learn from challenges, and grow into the leaders they are meant to be.

Responsible Management:

- A commitment to work as part of a leadership team which will consist of Lay Leaders, Trustees and Ministry Leads.
- Annual development of goals and objectives for the church within the strategic plan/guidelines and operating budgets.
- Ensure that the Leadership Team/ Trustees are fully aware of the resources needed for the advancement of the vision.
- Collaborate within a network of Leaders across other churches and associated ministries.

Direct the spiritual health and growth of the Church, bringing the community progressively to spiritual maturity:

- Take responsibility for the formal teaching programme and in so doing ensuring that an on-going yearly teaching plan is put in place that meets the needs of the church to fulfil its purpose.
- Provide clear expositional preaching and teaching from the Word of God.
- Encourage, develop and provide opportunities to serve for those within our church membership with a gift for preaching and teaching.
- Lead any other services along with the Church Leadership and church members as and when required e.g. dedications, baptisms, weddings, funerals, prayer meetings, church weekends away, members meetings etc).
- Liaise with the Administrative Coordinator and Social and Media Assistant to provide church members with appropriate information regarding the teaching programme and Sunday gatherings.
- Assist with contacting and welcoming new attendees at church services.

- Work with the Children, Families and Youth Pastor and the Children's Ministry team leader to co-ordinate and encourage where possible similar teaching topics across the age groups.
- Lead discussions to:
 - Review the past year of preaching and teaching within the church
 - Research needs which should be taught
 - Identify issues with the church which need to be addressed
 - Address areas where the church needs to grow towards maturity to fulfil its purpose as the body of Christ in Carlisle and the world.

Prayer and Gathered Worship:

- Oversee and provide regular structured activities for prayer and corporate worship within the church.

Discipleship/Small Groups:

- Nurture spiritual growth and maturity within the church community through intentional discipleship.
- Equip and encourage believers to deepen their relationship with Christ, live out their faith in daily life, grow in biblical understanding and in turn help others to do the same.
- Foster a culture of learning, accountability, and spiritual formation.
- Promote and encourage our church community to be a regular member of a small group.
- Support and encourage small group facilitators through individual and group meetings.
- Develop pathways for new and mature believers alike to engage in lifelong discipleship thereby helping our community to become fully devoted followers of Jesus who, in turn, help others to do the same.
- Develop new groups and explore ways that groups can meet when family/work life responsibilities leave little time and energy to engage in a small group.
- Research, develop (if required) and distribute suitable resources/courses/support groups for various aspects of the life of the church e.g. bereavement, parenting.

Pastoral Care:

- Provide compassionate, Christ-centred care and support to members of the church community.
- Nurture spiritual, emotional, and relational wellbeing through prayer, encouragement, and practical assistance.
- Build trusting relationships and offer a listening presence in order to walk alongside individuals and families in times of joy, struggle, and transition.
- Foster a caring church culture where every person feels valued, supported, and loved as part of the body of Christ.

Oasis:

- Plan and oversee gatherings for the senior members of our church community, ensuring a welcoming, safe, and supportive environment that promotes friendship, inclusion, wellbeing and discipleship.

Local and Global Mission:

- Represent Hebron's work more widely in the city and beyond and to work alongside local and national churches, agencies and organisations as required.
- Encourage church members to be praying for and involved with local and global mission.

Professional and Personal Development:

- In agreement with the Church Leadership and Trustees, undertake further formal and/or informal study and times of retreat relevant to the areas of ministry.
- A time of sabbatical (2-4 weeks) will be allocated after five years of continuous service.

General:

- Plan and lead Church Leadership meetings
- Plan and lead weekly staff meetings
- Ensure all activities comply with the church's Safeguarding policy and attend Trustee meetings
- An enhanced DBS check is required.
- Flexibility is required to work some evenings, weekends, and during school holidays.