

## ROLE DESCRIPTION: SENIOR PASTOR OR CO-SENIOR PASTORS

---

This position is open to individuals or to two co-applicants who can share the role between them. UK Visa applications are unlikely to be supported by this role.

## APPLICATION DETAILS

---

- Role: Senior Pastor or co-Senior Pastors
- Location: Vineyard House and Headingley Methodist Church
- Line Manager: Board of Trustees
- Contract: Full time, permanent
- Salary: £34,865 - £47,517 (dependent on qualifications and experience), pro rata plus pension & life assurance
- Annual Leave: 22 days pro rata plus 8 public holidays (5 Sundays can be taken as annual leave per year)
- Hours of Work: To be discussed with shortlisted candidates, with the assumption that this would be a minimum 32 hours per week (potentially distributed between two individuals, in the case of co-applicants).
- Final application date: 15 March 2024
- Likely Interview dates: in March / April / May 2024
- Start Date: Handover process start between September 2024 and September 2025 and may take two to three years to complete (see Transition Timetable section below)

## RESPONSIBILITIES AND DUTIES

---

### **Chief Executive**

The Senior Pastor/s have delegated authority from Board of trustees to run the church operationally as well as disciple the congregation.

### **Vision**

The Senior Pastor/s is/are ultimately responsible, working closely with staff, trustees, and key leaders, for setting the direction and mission of the church. They will cast vision by example and through spoken and written communication.

### **Strategy**

The Senior Pastor/s, working closely with staff, trustees, and key leaders, will lead the development and implementation of plans which fulfil the vision, priorities and values of the church.

### **Leadership**

The Senior Pastor/s provide oversight and management of the staff team and key leaders (working with HR trustee and senior staff). They are responsible for recruitment, discipline and releasing of staff. They have oversight of training and career development.

### **Developing Leaders**

The Senior Pastor/s implement IRTDMN and establish a culture of releasing leaders throughout the church, across the VCUK&I movement and in the secular world.

### **Board of Trustees**

The Senior Pastor/s join the board as a trustee. They have two responsibilities: firstly, to ensure that the board has an ongoing commitment to the vision and values of the church and an understanding of the church's pastoral and discipleship needs; and secondly, to work to put into practice key priorities and policies agreed with the board.

### **VCUK&I & Leeds Church Leaders**

The Senior Pastor/s engage with and build relationships with other Vineyard pastors and church leaders in Leeds. They will be proactive in involvement in the local, regional and national Vineyard networks and events. They will be in good standing with VCUK&I, and in particular will meet the expectations and requirements of VCUKI to be and to remain licensed as Senior Pastors within the Vineyard movement.

### **Finance**

The Senior Pastor/s, working with relevant staff and trustees, are responsible for ensuring sufficient funds are in place to fulfil the vision and strategy of the church.

## SKILLS, ABILITIES, EXPERIENCE AND PERSONAL QUALITIES

---

### Essentials:

- At least 3 years' experience in pastoral ministry, with experience across a broad range of relevant ministry areas (for example, preaching; small group leading and teaching; explaining the bible; preaching the gospel; worship leading; prayer ministry).
- Confidence and experience in leading prayer ministry inspired by the Holy Spirit.
- Ability to connect with, and communicate naturally with, people of a wide range of ages and backgrounds, and in particular with young adults (among whom we have seen the greatest growth in recent times).
- Ability to command the confidence of the Leeds Vineyard community now and into the future, including people across the age spectrum and from a wide range of cultural backgrounds and economic circumstances.
- A proven track record in recruiting leaders, building teams and releasing leadership (IRTDMMN). You will be a self-starting, reproducing leader who intentionally develops other leaders in alignment with our vision and values.
- Ability to work within a team-based leadership structure, showing a high degree of relational and emotional intelligence. You will have a clear awareness of your strengths and a track record in utilising them in a team context.
- A high degree of self-awareness and personal humility, open to feedback and new ideas, committed to the principle of accountability, and committed to your own growth and development.
- Experience and capability in conflict resolution.
- An excellent communicator, with good written and oral skills, able to communicate in a range of private and public settings with clarity and vision.
- Willing to comply with all of Leeds Vineyard's operating policies & procedures (including Safeguarding and obtaining and maintaining an enhanced DBS check).
- It is a Genuine Occupational Requirement that the successful applicant be able to demonstrate a Christian belief and value system in line with the [VCUK&I Statement of faith](#) and acknowledge the VCUK&I leaders as your spiritual leaders and pastors, in order to meet the licensing requirements for VCUK&I.
- Have a strong personal faith in Jesus and be learning to submit to His leadership in every area of your life. You have a resilient personal devotional life and a track record of participation in the life of the church including regular giving to the church.
- Personal integrity, with high standards of personal behaviour; your private life,

including with regards personal finances and relationships, will align with the requirements and expectations of public pastoral ministry in line with biblical values (1 Timothy 3, vv.1-7).

- You will be committed to extending the Kingdom in Headingley and Leeds as part of the wider Vineyard family of churches.

### **Desirables:**

Whilst not essential, it may support your application if in addition you are able to demonstrate:

- Higher level theological qualifications (bachelors degree or above)
- Successful participation in and ideally completion of Vineyard College.
- Driving license.
- Familiarity and ability to use productivity tools including Microsoft Windows and Office.
- Experience of charity or corporate governance.
- Good communication skills including the use of IT, social media and ability to proactively use our website.

### *1 Peter 5:2-4*

*Be shepherds of God's flock that is under your care, watching over them – not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; not lording it over those entrusted to you, but being examples to the flock.*

## TRANSITION TIMETABLE

---

We are committed to supporting a healthy transition from the Founding Pastors to the incoming Senior Pastors. There is flexibility to adapt the timeline and support for this process, according to the needs and wishes of the successful candidate/s.

We envisage a series of transition phases as set out below, each lasting approximately 12 months, but recognising the possibility of this taking a longer or shorter time.

### **Proposed Timetable**

1. Identify new Senior Pastors and agree structure/shape (2024).
2. A period with Flowers leading and successors as apprentices/employees (2024-2026).
3. A period of joint leadership (2025-2027).
4. A period with Flowers supporting new leadership (2025-2028).
5. Formal handover (2025-2028).