

## Senior Pastor: Crossgate Church

### Role Description and Personal Specification

<b>Location:</b>	Primarily based in the Crossgate offices (Benchmark) in Preston
<b>Hours:</b>	Full time
<b>Salary:</b>	TBC
<b>Responsible to:</b>	Crossgate Church Leadership Board
<b>Probation:</b>	The post is subject to a six-month probation period with a two year review
<b>Closing Date:</b>	TBC

This document is divided into four sections:

<b>Section 1:</b>	Sets out the essential elements of the role.
<b>Section 2</b>	Is the Role Description and details the main responsibilities.
<b>Section 3:</b>	Personal Attributes shows the kind of person we want.
<b>Section 4:</b>	Practical Skills and experience details the abilities we would expect the successful person to have. A) Essential B) Desirable

This should be read in conjunction with the documents entitled:

<b>Appendix A:</b>	Crossgate Church Statement of Faith
<b>Appendix B:</b>	Crossgate Church History & Overview Document
<b>Appendix C:</b>	Crossgate Church Mission, Values & Culture
<b>Appendix D:</b>	Crossgate Governance Structure & Leadership Board Role

#### CC Core Values: *Our Compass*

*Passion      Generosity      Servanthood      Everyone      Excellence      Community*

## Section 1: Role Purpose

The Senior Pastor will be the main leader and primary speaker/teacher of Crossgate Church. They will provide spiritual, pastoral and visionary leadership to Crossgate as we pursue our mission to be a Christ centred community dedicated to impacting Preston, North West England and the Nations with the love of God in the power of the Holy Spirit.

It is Essential that the Senior Pastor of Crossgate Church:

- Values and upholds the Crossgate Church Statement of Faith
- Values and upholds the leadership and governance structure of Crossgate Church
- Understands and is aligned with the Crossgate values and culture

## Section 2: Role Description & Main Responsibilities

The Senior Pastor will be able to:

- Connect with, love and serve the people in the Crossgate Church community.
- Mobilise and facilitate the community of Crossgate Church to live in alignment with the values, culture and statement of faith, embracing and owning our God given mission.
- Lead, plan and implement a weekly preaching/teaching schedule with the Crossgate Teaching, Worship and Creative teams. Personally preparing and delivering messages regularly in services, small groups and the like (such as leadership forums).
- Preach compelling Biblical messages rooted in God's Word with strong application to daily life, with an authenticity, transparency, and humility that appeals to believers and seekers alike.
- Work collaboratively with the Senior Leadership Team and Leadership Board in planning, vision casting, and setting direction for Crossgate Church.
- Build, nurture, and supervise the staff team, working alongside them to effectively execute the vision of the church and supporting them in personal discipleship, individual coaching and goal setting.
- Guard our values and culture, ensuring alignment to them in all our practices and bring realignment as and when necessary.
- Create and drive a healthy culture.
- Communicate vision and direction with conviction and clarity.
- Ensure high priority is given to the development, discipleship and mentorship of staff and volunteers.

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### **Section 3: Personal Attributes**

The Senior Pastor must be a person who displays:

- A clear call from God to this role.
- A mature and longstanding relationship with God.
- A consistent and faithful devotional life.
- A robust theology that aligns with the documents attached. (See Section 1)
- The fruits of the Holy Spirit.
- An ability to operate in the gifts of the spirit, as an outworking of a personal baptism in the Holy Spirit.
- Knowledge of their gifts, talents, strengths, and limitations, and has an accurate understanding of their God-given capabilities.
- Commitment to their own spiritual growth, lifelong learning and being teachable
- Proven leadership abilities, with character and integrity.
- A pastoral and servant heart.
- The ability to live and lead accountably.
- Appropriate levels of pace, work life balance and sustainability.
- An attitude of selfless sacrifice and humility.
- Excellent communication skills.
- Strong interpersonal skills and ability to connect with people.
- Decisiveness and courage.
- A track record of being a role model
- A visionary outlook and encourages people to dream big God inspired dreams.
- An evangelistic approach to ministry and to their personal lifestyle.
- Honesty and integrity above reproach in every area of their life.
- A high value on being relational and hospitable.

## Section 4: Practical Skills & Experience

The Senior Pastor will have proven abilities and experience of:

### A. Essential:

Pastoral / Teaching / Discipleship:

- Regular teaching / preaching into the life of the church
- Leading discipleship of a church/congregation
- Dealing with a wide range of complex pastoral care issues.

Leadership & Managing People / Staff

- Leading and empowering a staff team, ideally in a medium to large church setting.
- Building effective teams
- Developing others and seeing their potential released.
- Delegation of key areas to empower staff

Business and Influence

- Dealing with the wider business, community, and social aspects of church.
- Budgeting and financial management.
- Chairing and facilitating meetings
- Connecting and influencing nationally and internationally.

### B. Desirable:

- Problem solving and working with complexity
- Working strategically.
- Contributing to organisational development
- Understanding / experience of multi-site, multi service and online models of church.
- Hold either an undergraduate or master's degree in theology (or equivalent and demonstrable experience).
- Walking on water optional 😊

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