

## Job Description

**Area:** Church Leadership  
**Author:** Current Senior Pastor & Team

**Job Title:** Senior Pastor  
(Full Time - Salaried Exempt)  
**Date:** January 2018

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*F.I. Vineyard leadership model is based on an Episcopal System of Government. V5*

### 1. Overall responsibility:

The Senior Pastor will provide dynamic leadership and vision to Vineyard Brussels Church (VB) and its potential future church-plants, and will model the values and practices of the Vineyard movement.

Building up on the existing VB vision, they will work to discern and fulfil God's purposes for the very diverse, multi-lingual and multicultural international community that is VB. They will take responsibility for

- the pastoral oversight of church members & staff, ensuring their spiritual health and growth;
- maintaining the Biblical integrity of VB's teaching;
- serving as primary teacher and communicator for VB;
- planting new expressions of Vineyards, when the time and conditions are right.

The Senior Pastor will be accountable to the VB ASBL & the Vineyard Benelux Leadership.

### 2. Key tasks and responsibilities

#### 2.1 To be the architect for implementing VB's strategic vision

- Continually seeks God's will and direction for the vision and mission of VB.
- Develops, initiates and drives the strategic vision of VB in partnership with the leadership team.

#### 2.2 To lead and inspire, as a leader of leaders

- Primary vision-caster: communicates and models VB's vision, mission and values clearly, passionately, powerfully and creatively — with staff, leaders, and attendees.
- Responsible for the spiritual health and growth of the church, bringing the community progressively to a high and sustained standard of spiritual maturity.
- Sets the church-wide culture and atmosphere, while remaining sensitive to linguistic and significant cultural differences in the community.
- Recognizes team members contributions and ensures that the organisational structure, gifts and skills of the staff and bi-vocational leaders are effectively aligned to achieve the Vision.
- Motivates and inspires healthy teamwork, good communication and mutual respect both in and between the various teams.

#### 2.3 To be led by the Holy Spirit

- Allows the Holy Spirit to direct all aspects of ministry and corporate worship.
- Facilitates the process of listening and responding to the leading of the Holy Spirit.

#### 2.4 To focus on members' individual growth and development through ministries

- Oversees the effective running of all VB ministries in an integrated/united manner.
- Continually encourages new ministries and members' opportunities to serve and help them to develop, with the goal of seeing the spiritual growth of all members.
- Identify, recruit, train, deploy, monitor and evaluate suitable volunteer members and staff to resource existing and developing ministries
- Builds effective, motivated ministry teams with the right cultural, age and linguistic mix.
- Ensures suitable training/equipping opportunities and materials for those involved in ministry teams so that they are, and feel, equipped to fulfil their responsibilities with confidence.

## **2.5 To be a passionately outward-focused disciple-maker**

- Does the work of an evangelist.
- Consistently communicates the salvation message as part of their teaching.
- Leads the church to be outward-focused in all ministry and activity.
- Equips people to make disciples so **they can** make disciples.

## **2.6 To be a teacher who communicates the Word of God with excellence**

- Assumes primary responsibility for the teaching during Sunday services, including content and series development, in ways that are practical, relevant, and understandable for a diverse audience.
- Schedules regular personal study time to keep spiritual depth and Biblical insight, and regularly seeks God's will and direction for teaching that is needed by the church.
- Maintains integrity of Biblical interpretation in curricula, messages, and all church ministry areas.
- Trains others in becoming proficient in study and exposition of the Word.
- Provokes the congregation to be doers of the Word.

## **2.7 Responsible Management**

- Annual development of goals and objectives of the church within the strategic plan/guidelines and operating budgets, approved by the ASBL.
- Ensures that the ASBL is fully aware of resource needs for advancement of the vision.
- Manages budget reviewed/agreed with the ASBL board. Covers incomes, expenditure & assets.
- Manages the staff, motivating them to achieve defined personal & group objectives.
- Communicates as appropriate with the broader Vineyard Leadership.
- Represents VB and maintains appropriate contacts with leaders of other churches, relevant training or advisory organisations, civic authorities overseeing church activities.
- Develops network of international speakers and mission contacts.

## **3. Personal Profile**

### **3.1 Essential Qualities**

- Spiritually mature, Spirit-filled Christian with a track record of Christ-like behaviour and character.
- Passion for God, His Church, and the local community (including churches of other denominations).
- A champion of "Unity in Diversity" (Psalm 133).
- A discerning person devoted to prayer and worship.
- In accountable relationships with mentors and other Christians.
- Spiritual gifts of leadership and teaching.
- Emotional and relational intelligence.
- Effective problem solver; skilled in healthy conflict-resolution.
- Effective collaborator; team player and team builder.
- Encouraging, motivating, clear and effective communicator.
- Supportive and called spouse, if married.
- Meets character qualifications of 1 Timothy and Titus.

### **3.2 Skills & Experience Required**

- Familiar with and embraces Vineyard (Kingdom) values.
- 5-7 yrs of professional ministry experience in leading a church (ideally in the Vineyard movement).
- Familiar with how to grow a church and keep it healthy.
- Strategic thinking and execution in progressive development of a church or network of churches.
- Team leadership skills suited, preferably, to a multi-cultural and multi-lingual environment.
- Proven experience in change management, conflict resolution, and people management.
- Good English language skills
- Experience in a multi-national / X cultural environment.
- Suitable training in biblical studies, ministry & leadership.

## **4. Length of contract**

- 5-15 years with 6-9 months' probation.
- In accord with terms of visa and subject to regular satisfactory performance reviews.