Job Description for recruitment of an experienced pastor

STATUS

Permanent, Full-Time

HOURS OF WORK

35 hours per week, including Sundays, evenings and weekends as required.

LOCATION

Westminster Chapel, Buckingham Gate, London SW1 6BS

ROLE SUMMARY

Westminster Chapel is entering an exciting season of ministry.

We are seeking an experienced pastor to join our staff team and, in time, lead the eldership as together we pursue our vision of **filling London with followers of Jesus**.

We are looking for a mature church leader with substantial experience of pastoral ministry, eldership, preaching and leading healthy churches. The successful candidate will bring wisdom, theological depth, pastoral maturity and proven leadership experience to help strengthen the church in its next season of ministry.

The successful candidate will join our staff team as an experienced pastor and, following an appropriate period of ministry, will be invited to join the eldership. Subject to the agreement of the existing elders and church membership, it is anticipated that he will, in time, serve as lead elder, offering directional leadership while working collaboratively with fellow elders.

This transition is expected to take place over 6/12–18 months, allowing time for shared ministry, relational integration, and mutual discernment.

While certain responsibilities are integral to the role, the precise ministry portfolio will be shaped around the gifting and experience of the successful candidate together with the needs of the church and the strengths of the existing staff and eldership.

ABOUT WESTMINSTER CHAPEL

Westminster Chapel is a diverse evangelical church in the heart of central London.

Our vision is simple:

Filling London with Followers of Jesus

We pursue this vision by seeking to be:

Apostolic – Sending followers of Jesus, to live with purpose, across London and around the world.

Bible & Spirit – Shaping & strengthening followers of Jesus, of all ages, to be faithful to the Bible and empowered by the Holy Spirit.

Community – Meaningfully connecting, because of Jesus, a wonderful diversity of people throughout London.

Westminster Chapel occupies a unique place within London. Alongside a vibrant and growing church family, we steward a significant city-centre building, serve a highly international congregation, and maintain close ministry partnerships. The successful candidate will enjoy the opportunities and embrace the complexities that come with ministry in one of the world's great cities.

PURPOSE OF THE ROLE

The primary purpose of this role is to strengthen the spiritual leadership of Westminster Chapel and help to lead the church into this next significant season.

Working alongside the existing elders, the successful candidate will provide mature pastoral leadership, develop future leaders, strengthen the health of the church, and contribute to the long-term implementation of Westminster Chapel's vision.

This is not simply a preaching or pastoral position. We are seeking someone able to combine faithful Bible ministry with wise leadership, helping the church grow in spiritual maturity, gospel effectiveness and organisational health.

QUALIFICATIONS & EXPERIENCE

The successful candidate will:

- Meet the biblical qualifications for eldership described in 1 Timothy 3 and Titus 1.
- Delight in knowing people personally, loving them well and helping them grow as followers of Jesus.
- Have at least ten years' experience serving as an appointed elder or pastor within a local church.
- Demonstrate experience of leading alongside a plurality of elders.
- Have a proven track record of raising and developing leaders.
- Have experience leading paid staff and volunteer ministry teams.
- Have experience implementing church vision and leading healthy organisational change.
- Have experience serving churches with a similar level of complexity to Westminster Chapel, recognising that while our membership is around 200 people, our ministry and operational responsibilities are considerably broader due to our central London location and facilities.
- Thrive in a multicultural, urban context and is energised by the opportunities of city ministry.
- Have the right to work in the United Kingdom.

KEY RESPONSIBILITIES

Spiritual & Pastoral Leadership

Working alongside the existing eldership, the successful candidate will:

- Shepherd a growing and diverse church family.
- Model prayerfulness, humility, and emotional maturity.
- Oversee pastoral care systems and discipleship pathways.
- Offer directional leadership as first among equals within a plurality.
- Work collaboratively with fellow elders to guard doctrine, shape vision, and lead the church.

Preaching & Teaching

- Preach regularly as part of a preaching team of elders, at least one or two Sundays each month.
- Contribute to the planning of preaching series alongside other elders.
- Teach faithfully and clearly from Scripture, primarily through expository preaching, but where appropriate also topical and narrative preaching.
- Handle complex theological and pastoral questions with wisdom and biblical conviction.
- Develop future Bible teachers and preachers.

Prayer & Worship

- Live and model a life of dependence upon God through prayer.
- Help cultivate Westminster Chapel as a praying church.
- Regularly lead church prayer meetings.
- Regularly lead Sunday gatherings.
- Contribute to the planning and leadership of gathered worship.

Pastoral Ministry

- Share responsibility for the pastoral care of church members.
- Shepherd members through seasons of joy, sorrow, suffering and transition.
- Conduct weddings and funerals.
- Administer baptisms of believers and the breaking of bread (the Lord's Supper).
- Administer church discipline, where necessary, according to Scripture and in alignment with the other elders.
- Provide marriage preparation and pastoral support for couples.
- Mentor emerging leaders and invest intentionally in helping members to grow and mature in their faith.

Leadership Development

- Invest in the training of existing ministry leaders and volunteers.
- Identify, encourage and develop future leaders.
- Help create healthy structures that enable ministry to flourish.
- Encourage a culture in which leadership is multiplied across the church.

Gospel Partnerships

The successful candidate will:

- Wholeheartedly be aligned with the theology, values and ministry practices of the Newfrontiers family of churches.
- Wholeheartedly embrace Westminster Chapel's relationship with Commission Global, including building relationships across associated churches and representing Westminster Chapel at Commission Global gatherings where appropriate.
- Value Westminster Chapel's association with the FIEC and where appropriate and aligned with Westminster Chapel's vision, seek to maintain and strengthen relationships.
- Wholeheartedly affirm the FIEC Doctrinal Basis and Ethos Statements on Gospel Unity, Women in Ministry and Same Sex Marriage.

Essential Experience & Character

The successful candidate will demonstrate:

- Deep love for Jesus Christ and His Church.
- Humility and servant-hearted leadership.
- Spiritual and emotional maturity.
- Strong interpersonal and relational skills.
- Cultural awareness and sensitivity.
- Wisdom, discernment and sound judgement.
- A collaborative approach to leadership.
- Ability to lead through influence rather than control.
- Courage to make difficult decisions with grace and humility.
- Resilience, perseverance and self-awareness.
- A heart for evangelism, discipleship and raising future leaders.

OCCUPATIONAL REQUIREMENT

As this role involves spiritual leadership and is expected to lead to eldership, there is an occupational requirement under Schedule 9 of the Equality Act 2010 that the postholder is a Christian man who supports the complementarian convictions of Westminster Chapel.

The successful candidate must affirm Westminster Chapel's Statement of Faith together with the FIEC Doctrinal Basis and Ethos Statements, and demonstrate clear alignment with the theology, values and ministry practices of the Newfrontiers family of churches (in all cases as expressed in the documents linked to earlier in this job advert).

SAFEGUARDING

The successful candidate will be required to undertake an enhanced DBS check with the appropriate barred list checks and will be expected to model and promote a strong culture of safeguarding throughout the life of Westminster Chapel.

REMUNERATION

Salary: Competitive, dependent upon experience.

Pension: Employer contribution provided.

Holiday entitlement and other benefits will be confirmed during the recruitment process.