



## **Introduction**

The Pastor-President will serve as both the spiritual and administrative leader of our Evangelical church in Los Montesinos. This dual role involves providing spiritual guidance to the congregation, overseeing church operations, and ensuring compliance with legal and financial regulations. The Pastor-President will work closely with the Church Council and with volunteers to fulfil the church's mission and vision.

## **1. Overall Responsibility:**

**1.1** As Pastor to provide leadership and vision to Salt Church and its potential future church-plants and will model the values and practises of the Assemblies of God.

The Pastor will work to discern and fulfil God's purposes for the very diverse, multi-lingual and multi-cultural international community that is Salt Church.

They will take responsibility for the following:

- The Pastoral oversight of church members and volunteers, ensuring their spiritual health and growth.
- Maintaining the Biblical integrity of teaching.
- Serving as principal teacher and preacher.

**1.2** As President Responsible for the legal functioning of the association in conjunction with the designated legal officers.

Liaising with F.A.D.E, the church lawyer, and external account when necessary.

The Pastor-President will be accountable to the Salt Church Council.

## **2. Key tasks and responsibilities:**

### **2.1 To be led by the Holy Spirit.**

- Seeks Holy Spirit to direct all aspects of ministry and corporate worship.



**2.2 To build on the solid foundation in defining the next steps for Salt Church.**

- To seek God's will and direction for the next steps.
- Develop initiatives in partnership with the Church Council.

**2.3 To lead and inspire, as a leader of leaders.**

- Responsible for the spiritual health and growth of the church.
- Recognises team members' contribution seeking to develop the gifts and skills of volunteers and empowering the best use of those skills to the benefit of the church.
- Motivates and inspires healthy teamwork, with good communication and mutual respect both in and between the various teams.

**2.4 To encourage members' individual growth and development through ministries.**

- Oversees the effective running of all Salt Church ministries in an integrated and united manner.
- Encourages new ministries and members' opportunities to serve and help them to develop, with the goal of seeing the spiritual growth of all members.
- Builds effective, motivated ministry teams.

**2.5 To have a focus on evangelism and discipleship.**

- Supports the work of evangelism.
- Consistently communicates the salvation message through preaching and 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 communicate the Word of God with excellence.**

- Assumes primary responsibility for the preaching during Sunday services and teaching at the Wednesday Bible studies, including content and series development, in ways that are practical, relevant and easy to understand for a diverse congregation.
- 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 teaching, preaching and all ministry areas.
- Trains others in becoming proficient in the study and exposition of the Word.
- Provokes the congregation to be doers of the Word.

**2.7 Responsible Oversight.**

- Ensures the Council are fully aware of the resources needed for the development of the next steps and operates within budgets approved by the Council.
- Represents Salt Church, maintains and communicates with appropriate contacts, leaders of other churches and the F.A.D.E regional fraternity.
- Maintain and develop existing links.
- Develop and grow a network of international speakers and missions.

**3. Personal Profile:**

- Spiritually mature, Spirit-filled Christian with a track record of Christ-like behaviour and character.
- Due to the diverse nature and range of nationalities, theological and doctrinal perspectives in the church, the candidate will require wisdom and sensitivity in managing the various groups of believers.



## **Salt Church Los Montesinos Job Description Pastor - President**

- Passion for God, His Church and the local community.
- Devoted to prayer and worship.
- In accountable relationships with mentors and other Christians.
- Effective collaborator; team player and team builder.
- Encouraging, motivating, clear and effective communicator.
- Effective problem solver.

### **3.2 Skills and Experience required.**

- A minimum of 5-7 years of professional ministry experience in leading a church.
- Familiar with how to grow and develop a church.
- Team leadership skills.
- Proven experience in managing change, conflict resolution and people management.
- Excellent English language skills.
- Suitable training in Biblical studies, ministry, leadership and Assemblies of God accreditation or equivalent.

### **4. Length of contract:**

- 5-15 years. In accordance with the terms of the Pastor-President's contract and subject to regular satisfactory performance reviews.