



Terms of Reference / Job Description for the Senior Pastor of Abundant Life Assembly.

Terms of Reference: Senior Pastor – Abundant Life Assembly

Position Title:

Senior Pastor

Location:

Bank Hall, St. Michael, Barbados

Reporting To:

Presbytery (Pastoral Team and Appointed/Elected Presbyters)

About Abundant Life Assembly

Abundant Life Assembly (ALA) is a Spirit-led, Pentecostal church with a rich legacy of over 45 years in Barbados. We are deeply committed to **missions, evangelism, and discipleship**, with a mandate to equip believers to impact their communities and the world. ALA is a training ground for leaders, a hub for outreach, and a spiritual family that embraces innovation while remaining rooted in biblical truth.

Purpose of the Role

The Senior Pastor serves as the **spiritual and administrative head of ALA**, responsible for guiding the church in its mission to glorify God, evangelize the world, disciple believers, and develop leaders for the work of the ministry in this modern age. This role demands visionary leadership, pastoral care, and strategic oversight, all under the authority of the Holy Spirit and in alignment with the church's Constitution and By-Laws.

Key Responsibilities

Spiritual & Missional Leadership

- Lead the Assembly in fulfilling its spiritual and missional purpose, with a strong emphasis on **global and local evangelism**.
- Promote holy living and spiritual growth among members.
- Champion the development and execution of outreach strategies, crusades, and mission partnerships.
- Mobilize and equip members for personal and corporate evangelism and cross-cultural missions.

Leadership Development & Equipping

- Develop and implement leadership training programs to prepare members for ministry roles.
- Equip the church to navigate and minister effectively in the digital, multicultural, and post-pandemic world.
- Mentor emerging leaders and foster a culture of servant leadership and spiritual maturity.
- Encourage innovation in ministry while maintaining theological integrity.

Pastoral Oversight

- Provide compassionate pastoral care and counseling to individuals and families.
- Facilitate enriching worship experiences that draw people into God's presence.
- Facilitate and implement discipleship initiatives that help believers mature and reproduce Christ-likeness.

Organizational Leadership

- Chair the Presbytery and Pastoral Team; serve as ex officio member of all ministries and committees.
- Oversee all services, meetings, and activities of the Assembly.
- Lead the Pastoral Team and determine the functions of each Pastor.
- Present annual reports on the Assembly's performance and future plans.

External Representation

- Represent ALA in national, regional, and international matters.
- Promote the work of The Fellowship and maintain covenant relations.

Administrative & Financial Oversight

- Supervise legal and administrative affairs of the Assembly.
- Supervise finances, programmes, and physical premises.
- Sanction meetings and activities; approve speakers and representatives.

Required Skills & Competencies

- Visionary leadership and strategic planning.
- Effective communication and Holy Spirit-inspired and motivational teaching/speaking.

- Pastoral care with empathy, compassion, and spiritual discernment.
- Organizational management including budgeting and staff oversight.
- Time management and delegation.
- Accessibility and relational engagement with members.
- Ability to lead in a hybrid (physical and digital) ministry environment.

Personal Qualities

- Christ-centered character marked by gentleness, respect, self-control, and humility.
- Professionalism and integrity in all aspects of ministry.
- Servant leadership with a heart for the vulnerable and lost.
- Self-awareness and emotional intelligence.
- Follower of the Biblical model of Husband and Father as is relevant to the Applicant's family status.

Spiritual Gifts; Talents and Abilities

- Demonstrated spiritual giftings especially in the area of Pastor with the ability to teach
- Demonstrated abilities in areas such as vision casting, adaptability, flexibility, and the ability to motivate others.
- A servant's heart and spiritual maturity.

Qualifications; Required Attributes and Experiences

- Graduate of a recognized Seminary or Bible School **with 5+ years** serving as a Pastor of an Assembly **OR**
- **10+ years** serving as a Pastor of an Assembly **OR**
- Tertiary education with **8+ years** serving as a Pastor of an Assembly and
- Proven experience in missions, evangelism, and team development.

Required attributes and experiences are as follows:

- Proven ability to lead, mentor, and inspire diverse teams and congregations.
- Deep biblical knowledge and ability to communicate its relevance.
- Experience in missions, evangelism, and leadership development.

Appointment & Tenure

- Appointed by the Presbytery in accordance with ALA's Constitution and By-Laws. Initial term of an appointment shall be for a year with a six month's probationary period. Thereafter, if successful in tenure, there shall be

- eligibility for single and/or multiple three-year term extensions as the Presbytery determines as led of the Lord.
- Subject to review and discipline as per By-Laws.

Compensation & Benefits

Abundant Life Assembly is committed to honoring the calling and leadership of its Senior Pastor with a **competitive and attractive compensation package**. The total remuneration will be **commensurate with the scope of the role, the qualifications, and the experience of the successful candidate**.

The package includes:

- **Base salary** aligned with pastoral leadership standards and local cost of living.
- **Health and wellness benefits**, including medical coverage.
- **Professional development support**, including study leave and ministry training opportunities.
- **Paid vacation and sabbatical options** as guided by the Presbytery.
- **Relocation assistance** (if applicable).
- **Other allowances** as determined by the Presbytery in consultation with the Finance and Resource Allocation Committee.