CENTRAL

Lead Pastor Role Profile

October 2026

CENTRAL CHURCH | LEAD PASTOR PROFILE 2026

The Role

Central Church Edinburgh is seeking a **Lead Pastor** to provide spiritual, relational and strategic leadership for our church and ministry team.

Central is a large, city-centre Baptist church with a strong missional heritage and a vision to be **Following Jesus, Being Family and Loving Edinburgh.** We want to be a church where people encounter Jesus, grow as His disciples, discover and use their gifts, and join God's mission in Edinburgh and beyond. We are currently sharpening our focus around three core priorities: **Encounter God**, **Become Mature Disciples** and **Seek the Christ-centred renewal of our City**.

Serving as a **leader of leaders**, the Lead Pastor will unify and align the **different parts of church life, ministry and leadership around a clear vision.**

They will:

- Provide clear theological, spiritual and strategic direction across all church ministries and resources.
- Partner closely with the Elders in spiritual oversight, vision discernment and financial stewardship.
- Lead the Senior Leadership Team and foster a healthy, collaborative and expectant staff culture.
- Develop scalable leadership structures to identify, train and empower leaders for ministry within the church and across the city.
- Recognise, equip and release the gifts of staff, volunteers and the wider congregation for disciple-making and shared leadership.
- Lead wisely through growth and organisational change.

What the Role Will Focus On

1. Following Jesus

Helping People Encounter God and Become Mature Disciples

Goal: A church where **people encounter Jesus, continually become more like Him, and equip others to do the same**.

The Lead Pastor will foster a culture marked by **prayer, worship, engagement with Scripture and openness to the Holy Spirit**.

Through their leadership, they will:

- Model a deep and growing relationship with Jesus.
- Set a theological direction, preach regularly and lead the teaching team to deliver faithful biblical teaching and develop teaching gifts across the church.
- Foster faith, expectancy and openness to the Holy Spirit across all church settings.
- Strengthen pathways for spiritual growth, biblical formation and missional discipleship.

2. Being Family

Building a Healthy and Empowering Disciple-Making Church

Goal: A church where **people don't simply attend, but belong, invest, serve and grow as disciples**.

The Lead Pastor will help Central be a church where people are **known, loved, included** and **equipped to contribute**.

Through their leadership, they will:

- Strengthen the role of communities as primary environments for pastoral care, belonging, discipleship and mission.
- Ensure that the needs of the whole church are considered, particularly those who are vulnerable or marginalised.
- Build strong and healthy relationships between staff, elders, volunteers and the wider congregation.
- Develop a culture of intentional disciple-making and equipping, where people are empowered to make disciples, take responsibility and use their gifts.
- Develop the senior team and build a leadership culture that empowers and equips multiple leaders across the church.
- Build teams based on trust, collaboration and shared ownership.

3. Loving Edinburgh

Joining God's Mission in our City

Goal: A church whose communities and members **actively participate in the Christ-centred renewal and flourishing of Edinburgh**.

The Lead Pastor will help Central continue to be an **outward-looking, missional church that demonstrates and shares the Good News of Jesus**.

Through their leadership, they will:

- Encourage and inspire people to live out their faith in everyday life.
- Equip the church to share the Gospel confidently through both words and actions.
- Empower communities to engage effectively in their mission across neighbourhoods and networks.
- Build collaborative relationships with other churches, charities and organisations across Edinburgh.
- Encourage practical expressions of compassion, justice, generosity and service that share the hope of Jesus.
- Help the church discern where God is calling us to focus our energy and resources.
- Ensure that Central's building, ministries and other resources contribute to the church's wider mission.

The Person We Are Looking For

- **Spiritually mature –** A close, growing relationship with God, rooted in prayer and Scripture and humbly walking in step with the Holy Spirit.
- **Biblically grounded** – Skilled in faithful biblical teaching and clear communication that fosters personal encounter with God, spiritual growth and missional living.
- **Empowering** – Proven experience in building a culture of discipleship, leading teams, discipling leaders and establishing scalable structures.
- **Strategic** – Skilled in discerning vision and facilitating team-led execution.
- **Pastorally sensitive** – Able to cultivate a culture of care and belonging, especially for the marginalised or vulnerable.
- **Missionally minded** – Passionate about the spiritual and social renewal of Edinburgh, with experience in missional leadership, church planting or pioneering ministry.

Denominational and Theological Context

Central is affiliated with the **Baptist Union of Scotland**. We are a Jesus-centred, mission-focused church rooted in Scripture and historic evangelical faith, actively welcoming the work and gifts of the Holy Spirit.

We anticipate that the successful candidate will be an experienced accredited Baptist Minister (or committed to working towards accreditation).

Ultimately

We are looking for a collaborative, **servant-hearted leader of leaders who loves Jesus and His church**, and who can help Central increasingly become the church God is calling us to be:

a family that follows Jesus, loves Edinburgh and releases people to join God's mission in our city and beyond.

For further information or to apply please contact vacancy@centralchurch.co.uk