**JOB DESCRIPTION**

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| **JOB TITLE** | Senior Pastor |
| **REPORTS TO** | Board of Elders |
| **STATUS** | Full-time, Exempt |

**MAJOR AREAS OF RESPONSIBILITY:**

1. Provide leadership, vision, and overall direction for the church

▪ Seek God regularly in prayer for direction for the church

▪ Cast vision for the church at congregational meetings and other appropriate settings

▪ Participate in the spiritual leadership of the church through active involvement in elder board meetings

▪ Serve as a member of all church boards, participating in meetings when available

▪ Model evangelism and personal holiness

1. Preach and teach God’s Word

▪ Preach at all weekend worship services, being faithful to Scripture and seeking to help the congregation understand and apply messages to their lives

▪ Teach one adult Sunday School class at least one quarter each year

▪ Regularly teach in the Wednesday evening programs

▪ Set aside regular times of study in order to be personally equipped for sharing the

Word with others

1. Model and encourage a ministry of discipleship

▪ Regularly meet with a small group of men for accountability and leadership development

▪ Delegate appropriate ministry tasks to others in order to help them develop and grow in their areas of spiritual gifts

1. Actively participate in the life of the church and its members

▪ Visit the sick and elderly as available

▪ Perform weddings and funerals for church members as requested

▪ Provide counseling services as needed, referring long-term counseling to outside Christian counselors

▪ Participate in community events as time allows

1. Supervise the paid church staff

▪ Participate in all hiring decisions for church staff

▪ Provide direction and ongoing supervision for paid staff

▪ Provide regular feedback to staff regarding performance, including annual written performance reviews

▪ Recommend new staff positions as needed

**KEY SKILLS AND ABILITIES**

1. Ability to teach the Bible in a way the average person can understand
2. Ability to show care and compassion to people with diverse needs
3. Ability to lead both small and large groups
4. Ability to manage and prioritize multiple tasks and competing demands for your time
5. Willingness to submit to the church constitution, the board of elders, and the official decisions of the membership of the congregation

**EDUCATION AND EXPERIENCE REQUIREMENTS**

1. Seminary education plus five years of ministry experience
2. Demonstrated life of moral and ethical purity, together with the qualities of an elder as described in 1 Timothy and Titus

**REQUIREMENTS FOR ALL STAFF**

* + Keep regularly scheduled office hours
  + Cooperate with other staff members
  + Follow work rules and procedures
  + Take direction from supervisor
  + So far as it depends on you, maintain healthy working relationships with all other church staff and volunteers

**PHYSICAL REQUIREMENTS**

* + Ability to speak in front of groups
  + Ability to stand for up to two hour
  + Ability to travel up to ten nights per year for conferences and training