

BEREAN COMMUNITY CHURCH

SENIOR PASTOR JOB DESCRIPTION

The chief responsibility of the Senior Pastor is leading the church to accomplish the mission of Treasuring Christ, Loving People and Making Disciples.

The Senior Pastor is accountable to God, the Elders and the Church Body. He will meet regularly with the Elders and other pastoral staff for prayer, encouragement, vision, strategic planning and accountability. He will meet at least once a week with the church staff to provide accountability in the following areas: personal life, ministry responsibilities, prayer and vision.

Character Qualities

- Humble and vulnerable
- Self-controlled and meek
- Joyful
- Caring and approachable
- Ethical and strong in moral character
- Faithful and trustworthy
- Willing to grow and change
- Devoted to his marriage and family
- Long term willingness to persevere in God's work

General Qualifications

- The Senior Pastor should have a bachelor's degree and a seminary master's degree, with concentrations in preaching and leadership preferred.
- Preference given to candidates with prior work experience as a senior pastor.
- Minimum of 10 years of ministry experience preferred with 5 years in church leadership positions.
- The Senior Pastor should meet the requirements listed for an overseer in 1 Timothy 3:1-13, Titus 1:6-9 and 1 Peter 5:1-4.

General Duties

The Senior Pastor should lead by word and example as he guides the church to accomplish her mission. His primary duties will include:

- Proclaiming and Teaching God's Word: 1 Timothy 5:17, Mark 3:14, 1 John 4:1, Acts 20:27, John 17:17, 2 Timothy 4:1-5, Acts 5:42, Romans 10:14-15, Colossians 1:25-27, Titus 1:7-9
- Leading and Equipping Leaders: Ephesians 4:11-13, Matthew 16:24, Luke 11:1, 2 Timothy 2:2-15
- Role modeling the Church's Mission: Joshua 24:15, 1 Corinthians 4:15-17, Mark 10:45, 2 Timothy 2:2
- Inspiring Devotion to Prayer: Acts 6:4, Matthew 21:13, James 5:13-16, Proverbs 15:8, Acts 2:42, Romans 12:12, Ephesians 6:18, Philippians 4:6
- Shepherding: Matthew 9:36, Acts 6:4

The Senior Pastor position is a full-time job, and as is usual with full-time ministry, overtime is typically required - realistically demanding a 50-60 hour work week. When absent from the pulpit, he will communicate and coordinate his absence with the Associate Pastor and Worship Leader. He may, at his option, and with the prior approval of the Elders, take one additional week off from normal duties for personal spiritual growth activities.

Specific Duties

Proclaiming and Teaching God's Word

- Preaches and proclaims the whole counsel of God's inspired Word. The Bible is his source for preaching (passion for God's Word)
- Prays for God's guidance and seeks the counsel of others in selecting preaching topics and Bible passages
- Accurately communicates the gospel, equips Christ followers, and preserves the purity of the doctrines of our Christian faith
- Leads and equips Christ followers to become spiritually mature
- Directly or indirectly oversees all paid staff and directors to ensure effective, God honoring and life giving ministry
- Agrees with and supports the doctrinal statement of the church

Leading and Equipping leaders

- Dedicated to personal Christian growth in order to take ministerial staff and lay leaders further in their Christian growth
- Motivates, leads, and equips the ministerial staff (who report to him) to accomplish their individual responsibilities. Meets regularly with direct reports
- Partners with Personnel Ministry in assuring job descriptions are up to date, and performance plans and reviews are completed each year
- Leads and partners with the Elders in seeking the mind/heart of God to assess and assure the spiritual health of the church
- Initiates actions needed to further accomplish the church's mission by identifying barriers/challenges and implementing solutions
- Assures the development of future leaders
- Communicates the mission and vision of the church clearly and consistently to the church body and lay leaders, ensuring its execution
- Provides an example of financial stewardship within the church body
- Endeavors to lead the men of the church body to be spiritual leaders in their homes as well as the church

Role-modeling the Church's Mission

- Consistently demonstrates the fruit of the Spirit, abiding in Christ to fulfill the work of His ministry
- Consistent devotional life of prayer, Bible study and meditation on God's word
- Shares his faith personally and regularly.
- Dedicated to his family and actively leading his family
- Participates in both local and global mission efforts
- Participates in consistent spiritual accountability with other godly men
- Interacts with both the church family and community

Inspiring Devotion to Prayer

- Leads the church in becoming a house of prayer
- Prayer permeates his pastoral ministry
- Motivates and equips (encourages) all church leaders to prioritize prayer in their lives and ministries
- Leads people into a prayer relationship which energizes their lives

Shepherding

- Supports effective comprehensive care for our members through Sermons, Bible studies, Small Groups, Counseling and other means as discovered or added
- Provides care personally as God directs
- Expands the ministry of believers to each other by providing leadership in the area of mentoring