

SENIOR PASTOR

The senior pastor shall serve as the chief undershepherd and overseer of this local church, feeding, leading and nurturing the sheep. This person's main responsibilities will be to communicate God's Word, minister to spiritual needs and provide biblical leadership for the church.

Ministry Area/Department	General staff/administration
Position	Senior pastor
Accountable To	God, church board (which may consist of deacons/elders, depending on the denomination)
Ministry Target	Church and community
Position Is	Paid staff
Position May Be Filled By	Church member (depending on the denomination)
Minimum Maturity Level	Stable, mature Christian
Spiritual Gifts	Pastor/shepherd • Exhortation • Teaching • Prophecy • Evangelism
Talents or Abilities Desired	Leadership ability • Good communicator • Experience in teaching and/or preaching • Some training or experience in counseling • Experience in leading others to Christ • Discreet
Best Personality Traits	Expresser • Caring
Passion For	Shepherding the saints, equipping them for ministry and influencing the community for Christ
Length of Service Commitment	Indefinite

ANTICIPATED TIME COMMITMENTS

1. **Doing ministry/preparing for ministry:** forty hours a week, off on Saturday and one day during week, except for emergencies and special occasions
2. **Participating in meetings/training:** one hour minimum a week

RESPONSIBILITIES/DUTIES

1. Oversee pastoral staff.

2. Provide leadership and vision for the church. Direct plans for ministry and church growth; develop and fine-tune the church structure based on the Team philosophy of ministry.
3. Motivate, equip and nurture the people of the church through example, preaching and teaching God's Word and spiritual counseling.
4. Spend significant time in prayer and Bible study.
5. Contact/visit hospitalized or grieving church members.
6. Officiate at weddings and funerals.
7. Provide premarital counseling, counseling regarding salvation and spiritual issues and other counseling for church members as time permits.
8. Perform sacraments such as Communion and baptism.
9. Oversee church discipline and manage conflict in the church. Seek to reconcile relationships and promote unity within the church.
10. Participate in evangelism efforts through preaching and giving invitations during worship services, revival or other special services, visitation and other outreach efforts.