

West Congregational Church of Peabody

Senior Pastor Job Description

I OVERVIEW

The Senior Pastor's role is primarily that of preaching and teaching the word of God, and shepherding the congregation and the Church Staff. His focus is to be on leading the congregation into Spiritual maturity and equipping them together for the work of ministry as The Body of Christ (Eph. 4:12-16)

II QUALIFICATIONS

- A. New Birth through faith in Jesus Christ alone as his personal Savior and Lord, and the ability to articulate the Gospel of Christ clearly to others.
- B. An ordained Seminary Graduate with a minimum of 5 years of pastoral experience.
- C. A Call from God to serve Him in the local church as a loving, caring, and praying "pastor-teacher" of His people and those yet to come to Him.
- D. Agreement with our Doctrinal Statement of Faith, our Missions Vision, and commitment to do our part in fulfilling Jesus' Great Commission.

III RESPONSIBILITIES

- A. The Senior Pastor will be directly responsible for the following areas of ministry and oversight:
 - 1. Preaching:

Consistent Preaching of "The whole counsel of God's Word" (Acts 20:27) on a regular Sunday schedule.
 - 2. Prayer:

Encourage the continuing culture of prayer in our congregation. Support the active prayer ministries that currently exist within the congregation; Missions Prayer Watch, Deacons Prayer List, Ladies confidential and current email prayer list, Home Fellowship prayer needs, Congregation prayer for needs listed weekly in our bulletin.
 - 3. Vision Integration:

Educate and integrate any vision statement adopted by the Board of Deacons and the Congregation, with the objective that such vision be communicated throughout each ministry of the church.
 - 4. Counseling:

Be available for personal counseling that is Biblically based in a variety of real life situations, such as personal, family needs, grief, crisis, pre-marriage, and marriage counseling, and exercise church discipline, as needed. (cf. Our Constitution: Article VIII. A. 2. and in the spirit of Matthew 18:15-22)
 - 5. Ministration of Sacraments and Special Occasions:
 - a. Lead the congregation in the celebration of the Lord's Supper and Baptisms. Preside over weddings, funerals, and baby dedications (as requested).
 - b. Conduct membership classes for New Member and Baptism candidates.
 - c. Lead the yearly dedication of Pastoral Staff, Church Officers, and newly elected Board Members following the Annual Meeting; and at other times, the dedication of Sunday School Teachers, Vacation Bible School and Staff, and departing Mission Teams.

6. Administration:
 - a. Oversee and encourage the church administrative staff in fulfilling their tasks in compliance with their Job Descriptions.
 - b. Work with Associate Pastor in defining his ministry tasks and encouraging him in the use of his spiritual gifts. Ensure that the Associate Pastor is supported in developing the ministry necessary to accomplish the tasks defined in his Job Description.
 - c. Serve as an ex-officio member of all boards and committees of the church. (cf. Our Constitution: Article VII. Sec. 3)

- B. The Senior Pastor will be responsible for the following, either directly or through delegation:
 1. Missions Leadership:
 - a. As Senior Pastor, he is to encourage the congregation to look beyond ourselves to the fields that are white for harvest; praying for the Lord to send out laborers, and supporting those who are called to deliver the Good News of the Gospel of Jesus Christ to the ends of the earth.
 - b. Working with the Missions Committee he is to make sure the congregation is aware of the needs of our missionary family around the world; encouraging the congregation to support them prayerfully, monetarily, and relationally.
 2. Evangelism:
 - a. Through preaching, teaching, and personal example, he is to instruct and encourage our people to share their faith in Jesus respectfully and graciously with other people.
 - b. He is expected to prayerfully and personally encourage and support the ministry initiatives of our evangelistic Outreach Group in sharing the Gospel of Christ with people in local communities.
 - c. Encourage effective evangelistic outreach such that the Gospel of Christ is clearly communicated with the local community.
 3. Teaching:
 - a. We are a congregation that wants to regularly hear and learn the deep truth of God's Word. We will expect our Senior Pastor to be proficient in preaching and teaching us those truths and how to apply them more effectively.
 - b. Promote a healthy and vibrant Bible-based Christian Education ministry at West Church for our adults, youth, and children.
 4. Worship Leadership:
 - a. Ensure that all preaching, music, and other components of our worship services are Spirit-led and point us to the Worship of God through His Son. "Christ-Centered" is not our motto, it is our passion and our commitment. We appreciate a sacred and joyful atmosphere in our worship services.
 - b. Encourage the further development of our worship leadership team.
 5. Ministry Leadership Development:
 - a. Cultivate more leaders within West Church, mentoring them toward biblically based leadership of each ministry that is vital to the church's mission and vision.