

# Job Description: Senior Pastor at Salem Church

## Position Overview

We are seeking a Senior Pastor who is a mature, dedicated, and passionate follower of Jesus Christ, confident in his calling to ministry, and committed to the Great Commission. The ideal candidate should possess strong expository Bible preaching and teaching skills, along with excellent organizational, communication, and interpersonal abilities. As the Senior Pastor, you will lead and energize both staff and lay ministry leaders in fulfilling our church's mission.

## Qualifications

1. Faith and Calling: A mature follower of Jesus Christ, with a clear sense of calling to pastoral ministry.
2. Preaching and Teaching: Demonstrated experience in delivering expository Bible preaching and teaching with a strong commitment to personal and corporate prayer.
3. Leadership Abilities: Strong leadership skills to guide and energize both staff and lay ministry leaders.
4. Experience: At least 5 years of full-time pastoral ministry experience, with a preference for candidates holding a master's degree from an accredited evangelical seminary.
5. Doctrinal Alignment: Agreement with and adherence to the doctrinal statements of the Church.
6. Spiritual and Moral Character: Consistent demonstration of spiritual and moral qualities in harmony with scriptural qualifications as outlined in 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:2-4.

## Ministry Functions and Responsibilities

1. Coordination of Worship Ministries
  - a. Preach and teach regularly, emphasizing personal and corporate prayer.
  - b. Create pathways for staff and emerging leaders to engage in applicable ministry areas as an expression of their biblical giftings.
  - c. Oversee worship services, collaborating with other leaders involved in worship ministry.
2. Spiritual Direction of the Church
  - a. Work with the Elder Board to provide leadership, vision alignment, and spiritual health to the congregation.
  - b. Attend Elder Board meetings as a peer among equals to help guide decision-making processes.
  - c. Communicate relevant decision-making outcomes to the Management Team, staff, and the entire congregation.
  - d. Empower the Elders to make personnel decisions related to vision, direction, and effectiveness.
3. Oversight and Supervision of the Staff
  - a. Lead weekly staff meetings both individually and as a group, providing spiritual leadership, coaching, and conflict resolution support.
  - b. Conduct annual reviews for staff reporting to the Senior Pastor in coordination with the Elders.
  - c. Review and modify job descriptions and assist in creating new descriptions as needed.
  - d. Collaborate with the Elders and congregation in interviewing and hiring new staff.
  - e. Ensure all ministry oversight areas are covered during staff transitions.
4. Fulfillment of Pastoral Duties
  - a. Oversee major church ministry initiatives and special events.
  - b. Facilitate weddings, funerals, hospital visits, and baptisms as appropriate.
  - c. Provide limited counseling, such as spiritual, pre-marital, family, and marriage counseling.
  - d. Participate in Converge Great Lakes, Converge Worldwide, and Lead Team functions when relevant.
  - e. Coordinate nursing home visits and shape pastoral care ministry teams.
  - f. Fulfill administrative tasks as needed.
  - g. Pursue personal spiritual disciplines and professional growth as directed by the Elder Board.

As the Senior Pastor, you will play a crucial role in shepherding our congregation, providing spiritual guidance, and ensuring the church continues to fulfill its mission while growing in faith and love.