



Position Description

Senior Pastor

Purpose of the position

The Senior Pastor is the primary teacher, spiritual leader and shepherd of Cornerstone Community Church (CCC), and is first among equals on the board of elders. This is the lead position responsible for the spiritual welfare, overall program, growth, and life of the church. He prepares God's people for works of service so that the body of Christ may be built up (Ephesians 4:12). It is his duty to provide vision, to promote the programs necessary to fulfill the church vision, and to advance the ministry of the membership so that the church may fulfill its purpose.

Who does this position report to? CCC Board of Elders

Who does this position work closely with?

CCC elders, staff, and ministry team leaders as assigned by the Board

Continuing responsibilities

- Provide spiritual leadership, outreach leadership and inspiration for the church family
- Provide leadership in planning for the future well-being of the congregation
- Leads development of CCC vision
- Conduct weddings, funerals, and baptisms
- Provide pastoral support and limited counseling to members while maintaining appropriate boundaries and utilizing professional referrals
- Plan CCC weekly worship services and preach scripturally-based sermons. Coordinate with guest speakers for occasional sermons
- Evaluate effectiveness of worship services
- Oversee teaching programs, research and develop supplemental classes including life groups or other home groups
- Coordinate an effective system of communication among elders, staff, ministry teams, and members
- Serve as first among equals with the board of elders and share leadership responsibilities with the other elders
- Train and equip pastoral staff, lay team leaders, and other volunteers as needed
- Oversee staff conflict resolution with assistance from the elders as needed
- Provide leadership for staff and lay leaders
- Serve as elder board liaison to ministry teams as assigned
- Maintain a presence at church activities
- Be involved in community affairs such as civic and cultural events, and joint events with other churches
- Attend to his personal spiritual health and development

Primary qualifications required

The senior pastor shall be an ordained minister.

Primary qualifications as outlined in 1 Timothy 3:1-7:

- Above reproach
- If married, honors his spouse with faithfulness
- Manage his household well – consistently disciplining his/her children in love
- Free of addictions and self-controlled
- Respectable and hospitable
- Able to teach
- Gentle, not violent and not quarrelsome
- Not a lover of money

Supplemental qualifications:

- Believes that the Bible is God-breathed, authoritative, and inerrant
- Believes and describes the Trinity
- Describes the aspects of God – holiness, love, lordship, glory and providence
- Believes that marriage is between one man and one woman

Other requirements:

- Education: M.Div. preferred; Bachelor's in Biblical Studies, Preaching or related area; equivalent education will be reviewed
- In-depth knowledge of scripture
- Loves relating scriptural insights to people of diverse backgrounds
- Demonstrates what prayer life is like

Experience:

- Prefer 10 years of experience in ministry
- Recommended 5 or more years as pastor with supervisory/leadership experience

Time commitment

- 40 hours per week
- Additional hours as congregational needs arise