

**Title & Position:** Senior Pastor

**Position Status:** Full-time

### **Position Summary**

The Senior Pastor of Cornerstone Presbyterian Church will lead and shepherd the congregation in fulfilling its mission through faithful preaching, intentional discipleship and visionary leadership. He will set the spiritual direction of the church, ensuring that its ministries, worship, and outreach are firmly rooted in the gospel of Jesus Christ and the Reformed faith. He will develop and maintain a gospel culture that fosters spiritual maturity, welcomes unbelievers, and upholds the purity and peace of the church. The Senior Pastor will shepherd the flock, equip leaders, and mobilize the church for kingdom service, working in close partnership with the Session, Diaconate, and staff to cultivate a Christ-centered, disciple-making community.

### **Job Description**

- Worship, Preaching, and Teaching
  - Exercise leadership in Sunday worship services with primary responsibility for the preaching and administration of the sacraments and oversight of weekly liturgy
  - Develop annual sermon plan, theme, and/or series
  - Teach or facilitate membership courses, Bible studies, Adult Sunday School, and discipleship programs as needed
- Leadership & Vision
  - Along with the session, set the strategic vision for the church and ensure progress and implementation of such vision in pursuit of Cornerstone's core values (Gospel Centrality, Disciple-Making, Community Fostering, Mercy & Justice, and Global Missions)
  - Direct the growth and alignment of various ministries in the church (children, youth, adult, Community Groups) with the overall strategic vision
  - Develop and implement a strategic plan to train, mentor, and equip officers, staff and lay leaders to serve and carry out the ministries of the church
  - Actively manage the staff by providing guidance and mentorship, including goal setting and spiritual and professional development, and conduct biannual staff evaluations
- Pastoral Care & Shepherding
  - Oversee and ensure personal spiritual care of the members in collaboration with pastoral staff, session, diaconate, and Women's Care Committee
  - Engage in general pastoral responsibilities and congregational care to members (visitations, counseling, funerals, weddings, etc.)
- Discipleship
  - Provide strategic vision for cross-generational discipleship, spiritual growth and Christian education (children, youth, adult) with mindfulness toward regular attendees, newcomers, and unbelievers
  - Develop and maintain a robust discipleship culture in collaboration with the Pastor of Discipleship & Community Life, as well as other staff and ministry team leaders
- Administration

- Provide organizational leadership and training to various staff, officers, lay leaders, and interns
- Lead the session
- Provide administrative oversight for staff, volunteers, and interns through regularly scheduled meetings with staff
- Ensure timely communication with the church on important matters and inquiries
- Outreach
  - Oversee Cornerstone's outreach and mercy ministries
  - Foster a gospel-centered culture that encourages an intentional evangelistic heart toward the lost

### **Expectations**

- Pursue a healthy spiritual life through personal worship including Word and prayer
- Participate in the general life of the ministry
- Maintain clear lines of communication with the session and staff
- Be a team player who is willing to collaborate with other staff and assist team members as possible and available
- Participate in the duties of a presbyter (attend monthly session meetings, presbytery meetings, and annual General Assembly)

### **Desired Qualities**

- A commitment to clearly and intentionally communicating and living out the Gospel before believers and unbelievers
- A man of character, integrity, and humility
- Culturally sensitive and committed to intentionally encouraging a multi-cultural, multi-generational, multi-life-stage mindset
- Emotional intelligence (EQ)
- Proactive, driven, energetic
- Team-building leader; strong in team collaboration

### **Skills**

- Minimum 5 years of demonstrated experience in adult pastoral ministry or equivalent; 7-10 years preferred
- Demonstrated leadership, management, and organization skills
- Effective communicator in preaching, teaching, and administration
- Proven track record of effectively working with and creating relationships with individuals at all levels, other organizations, and governmental agencies.

### **Qualifications**

- Master of Divinity (or equivalent degree) from an accredited seminary required
- Ordained in, or eligible and willing to transfer into the Presbyterian Church in America