



CHRIST CHURCH

MILWAUKEE

Senior Pastor Job Description

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Church Overview

Christ Church Milwaukee (CCM) is a congregation of the Presbyterian Church in America (PCA), located in the heart of Milwaukee. We are a worshipping community of 100 members, with an average of 110–125 attendees each Sunday, united by a desire to glorify God, proclaim the gospel of Jesus Christ, and grow together in grace. We are a church that values reverent, Christ-centered worship, faithful exposition of Scripture, intentional discipleship, and loving community engagement.

Mission: Christ Church Milwaukee exists to glorify Christ and to pursue the good of the city of Milwaukee. Our hope is to create and foster a culture that centers upon the Kingship of Christ in all areas of our lives. By God's grace, we will see this accomplished through our commitment to robust and biblical worship, being a Spirit-filled and grace-centered community, and by committing ourselves to deeds of love and kindness.

Vision: We desire to be a community seeking together the glory of Christ and the good of Milwaukee.

For a more in-depth overview of our church, click the icon below to view our Church Profile.



Position Summary

We are seeking a Senior Pastor who will lead CCM in ministering the Word, prayer, and shepherding the flock. The Senior Pastor will serve as the primary preacher and spiritual leader, laboring alongside the elders and staff to equip the saints for ministry, nurture a healthy church culture, and help us pursue our mission and vision. Salary commensurate with experience.

Our Ideal Candidate

We seek a Shepherding Pastor

The next pastor of CCM will meet all requirements for a pastor both according to Scripture (1 Tim. 3:1-7, Titus 1) as well as the Book of Church Order (BCO 17, 20, 22). He will shepherd the flock as he serves as under-shepherd to the Good Shepherd, Jesus Christ. He will be asked to walk alongside others through their burdens and hurts, provide counseling, and continually point others to the hope of Christ. He will marry, bury, and baptize. He will display strong character among his friends and family, and have strong prayer and devotional habits.

We seek a Dedicated Preacher

Our next pastor will be able to communicate the Word of God to the people of God. He will provide more than just a commentary with good doctrine, but will apply the Word to people's hearts. Sermons will lead the congregation to want to follow Jesus more and cause them to consider more deeply the heart of Christ. He will strive to preach the gospel engagingly and clearly, holding fast to the Word.

We seek a Hospitable and Humble Person

Our next pastor will be able to engage both members of CCM and non-Christians within our city. He ought to be winsome in regards to the Gospel and welcoming to the diverse people of Milwaukee who may walk in our doors. He will have a heart for those in need, promoting missions and outreach efforts in both Milwaukee and beyond. Additionally, he will strive to model hospitality and promote vulnerable fellowship within the body.

We seek a Collaborative Presbyter

Our next pastor will serve as Teaching Elder, in which he will lead the session of elders. As moderator of the session he will lead, but as an equal amongst the ruling elders. He will be an active participant in the Wisconsin Presbytery.



Key Responsibilities and Expectations

Preaching and Worship

- Faithfully and expositively preach and teach the Word of God with clarity, theological depth, and pastoral warmth.
- Organize the weekly, liturgical worship service in coordination with elders, staff, and volunteers. Our Director of Music plays a large role in music selection each week. The Senior Pastor will be assisted by an elder or other church leaders in leading the worship service.
- Administer the sacraments in accordance with PCA polity. Expected to administer the Lord's Supper weekly or as frequently as possible.
- Preach and organize worship for 40 weeks per year. Responsible for finding pulpit supply for the weeks he is not preaching.

Shepherding and Discipleship

- Institute leadership and discipleship programs to identify and train ministry leaders, deacons, and elders from within CCM.
- Train and disciple leaders across generations.
- Promote and cultivate a culture of mutual care, prayer, and service.

Leadership and Vision

- Collaborate with the Session to provide spiritual and strategic leadership for CCM.
- Cast and clarify vision consistent with Scripture and our Reformed convictions.
- Lead congregational meetings. A minimum of one annually, with more as needed.
- Regularly attend and contribute to Wisconsin Presbytery meetings and committee meetings.
- Lead and mentor church staff and ministry leaders, including our current Interim Worship Director as he prepares to plant a church in Kenosha, WI in 2027.

Mission and Outreach

- Build and strengthen relationships with local outreach partners, including supported ministries.
- Foster opportunities for prayer, giving, and participation in mission outreaches.
- Promote mission-focused teaching, training, and events that mobilize members for both local and global outreach.
- Support and collaborate with the Milwaukee RUF staff to help serve college students in our city.



Qualifications

Required

- Ordained or ordainable in the PCA
- Is in agreement with the Westminster Standards and PCA polity
- M.Div. (or equivalent) from a Reformed theological institution
- A life marked by humility, prayerfulness, and personal holiness
- Meets all qualifications outlined in 1 Timothy 3:1-7 and Titus 1:5-9
- Is in good standing with his current and past presbyteries or other church affiliations
- Loves and rests in the Gospel of God's grace through Christ

Preferred

- Relevant experience in pastoral church ministry
- Proven ability to preach expository sermons and sermon series
- Relational warmth and approachability
- Gifting in biblical counseling and conflict navigation
- Commitment to collaborative decision-making with elders and staff
- A heart for the challenges and opportunities that an urban church brings
- Strength in leadership, including the ability to oversee and run meetings with the elders and deacons



Application Process

Thank you for your interest in applying to this position. Priority consideration will be given to applications received before 11/21/2025. Review of candidates will begin immediately and continue until the position is filled. Please send the items listed below in PDF format to search@christchurchmke.org. Items should be labeled as FirstnameLastname_DocumentName. (examples: JohnSmith_CoverLetter, JohnSmith_Resume, JohnSmith_References, JohnSmith_SermonRecordings)

1. PCA Ministerial Data Form
2. Resume
3. Cover Letter with 1-2 paragraph responses to the following questions:
 - a. Provide a statement of faith and call to ministry.
 - b. What are some of your strengths and weaknesses in ministry?
 - c. As you have considered this role and researched Christ Church Milwaukee, what stands out about our church that matches your gifts and passions or that you would like to discuss further with us?
 - d. Where would you say you fit theologically under the “Big Tent” of the PCA (broadly evangelical — to middle of the road — to classically confessional)?
4. List of 3 references (one professional, one pastoral, and one personal with at least one reference coming from a non-Christian). Include name, email, and phone number.
5. Document listing any exceptions to the Westminster Standards you may hold.
6. Link to sermon library. Please ensure the library of sermons includes sermons from both the Old and New Testaments.
7. Links to personal websites, blog postings, social media, or publications, if available.

