



Christ Central Church Senior Pastor/Teaching Elder Job Description

Reports to the Session

GENERAL SUMMARY:

The Senior Pastor will be responsible, by study and prayer, for communicating the nature and will of God by the proclamation of the Word in expository sermons in order to encourage God's people to worship, serve and obey Him. The Senior Pastor will lead the staff, session, deacons, and congregation as the primary caretaker of the stated mission, vision, and goals of Christ Central Church. The Senior Pastor's primary responsibilities are: prayer, expository preaching/teaching of the Word, church and pastoral leadership, and leadership development.

ESSENTIAL TO THE POSITION:

The Senior Pastor must be able to teach sound doctrine, not just communicate in an excellent manner. He must also be teachable, able to lead, agree with the Westminster Standards and exhibit qualifications outlined in Titus 1 and 1 Timothy 3.

PRINCIPAL DUTIES and RESPONSIBILITIES:

Provide Spiritual Leadership

- Lead the congregation in carrying out the vision and mission for the church, explicitly emphasizing discipleship.
- Ensure the preaching and teaching of the Word of God each Lord's Day and on special occasions, explaining the meaning of the Bible to the people and enabling them to apply it to every aspect of life.
- Ensure prayer is the primary means by which the preparation for the ministry of the Word, setting the vision for the church, and ministering to the congregation, is done.
- Oversee the worship service and ensure the proper elements are included: reading of Holy Scripture, singing of psalms, hymns and spiritual songs, the offering of prayer, the preaching of the Word, the presentation of offerings, confessing the faith, and observing the Sacraments (BCO 47-9).
- Meet weekly with the Music Director and pastoral staff to evaluate worship services and to plan/agree on future worship services regarding music selection, transitions, timing, etc.

- Involvement in the community as appropriate, seeking to extend the influence of the church and Christian witness in the community.
- Aid, direct and be involved in domestic and foreign mission's ministry of the church so that the community, the nation, and the world might be reached with the gospel.

Provide Church Leadership

- Partner with the paid staff, Elders, Women Shepherds, Deacons and Deaconesses, and work within the committee structure to develop annual ministry goals, objectives, and budgets. Effectively oversee, coordinate, and refine the work of the various committees and ministry teams, as they carry out the church's ministry, to ensure their effectiveness.
- Provide oversight (mentoring, counseling, and evaluation) of the paid staff of the church, including the Executive and Associate Pastors and other ministry personnel, delegating tasks of ministry.
- As Moderator of Session, the Senior Pastor will lead, teach, and train the Session regarding their duties as elders, as spiritual leaders of the congregation, and as witnesses to the community. He will ensure proper preparation of meeting agendas. He will provide effective leadership of meetings by addressing prioritized agenda items.
- Systematically train, disciple, and equip leaders for ministry through personal modeling, mentoring, and prayer.
- Provide direction for Christian education, ministry to children and youth, and teaching and fellowship among adults.
- Moderate congregational meetings.

Provide Pastoral Leadership

- Lead the church in evangelism, both general outreach and personal evangelism, with an aim of bringing people to faith in Christ and ultimately guiding them into membership in the church.
- In conjunction with the Elders and Women Shepherds, conduct new membership classes for those interested in joining the church and instruct those who come to make public professions of faith.
- In conjunction with the Elders and Women Shepherds, lead, encourage and facilitate the visitation of people in the midst of crisis (i.e., death, sickness, trauma, births or other significant events), where pastoral care is required by demonstrating warmth, openness, and sensitivity to the needs of those involved.

- Counsel those in spiritual need and assist persons facing problems or major decisions.
- Conduct occasional services for weddings, funerals, and baptisms when called upon as such services bring glory to Christ.

Provide Administrative Leadership

- Participates in the formation of the church's annual budget and the expenditure of funds to ensure responsible spending and stewardship.
- Direct and oversee paid staff and lay leaders work by teaching, training, mentoring, and delegating tasks; help to lead their assigned parts of the church's life, ministry, and program.
- Regularly attend and lead (as appropriate) Session, Presbytery, and church staff meetings. He will also attend other committee meetings and General Assembly meetings as appropriate.
- Attend conferences and seminars, fellowship with other pastors, and have a mentor via a relationship with an experienced cross-cultural ministry professional.

Core Competencies:

- Cultural Competency - the ability to understand and interact effectively with people from other cultures.
- Managing Change: The ability to demonstrate support for innovation and for organizational changes needed to improve the church's effectiveness; initiating, sponsoring, and implementing organizational change; helping others to successfully manage organizational change. This includes managerial skills such as time management.
- Developing Others: The ability to delegate responsibility and to work with others and coach them to develop their capabilities.
- Persuasive Communication: The ability to plan and deliver oral and written communications that make an impact and persuade their intended audiences.
- Foster Personal Well-Being and Emotional Health: The ability to practice healthy emotional and mental practices, supporting the ability to function effectively when under pressure and maintain self-control in the face of hostility or provocation.
- Providing Motivational Support: The ability to enhance others' commitment to their spiritual growth.

Preferred Skills, Qualifications & Experience:

- Demonstrated traits of an elder found in 1 Timothy 3 and Titus 1 and sound in the Reformed faith as exhibited in the Westminster Standards.
- Masters of Divinity Degree (or equivalent)

- Ordained as (or eligible to be) a Teaching Elder in the Presbyterian Church of America (PCA).
- Committed to serving and honoring Jesus Christ within the boundaries of Reformed Protestant doctrine as described within the Westminster Standards.
- Demonstrates homiletic skills in order to effectively communicate the Scriptures. He is to be recognized as a preacher, sufficiently gifted, and also duly approved and called to the office (WCF Larger Catechism Q 158).
- Demonstrated spiritual gifts of preaching, teaching, leadership, and administration.
- Full-time pastoral ministry experience in a culturally diverse congregation (at least 10 years preferred).
- Culturally, ethnically, socioeconomically and politically aware and able to leverage intercultural expertise to bridge across differences within Christ Central's diverse congregation.
- Demonstrated ability to lead, delegate and empower teams of volunteers.
- Strong set of administrative, communication, and computer skills, to include facilitation of in-person and virtual meetings.

WORKING CONDITIONS:

- May work irregular hours that extend beyond 50 hours/week.
- Work includes comforting the sick and comforting the dying at short notice.
- Extended time at a computer developing sermon or bible study.
- Willingness to live in the Charlotte metro region and work in person at the Christ Central Office, establishing a physical presence with members and the broader surrounding community.