

JOB DESCRIPTION – PASTOR

SUMMARY

Hope Community Church is a Gospel Centered Community and the Gospel is to be the center of our Preaching, Teaching and Worship.

The Pastor is to be the primary spiritual leader of Hope Community Church (HCC). This role includes preaching the Word of God, performing all the scriptural duties of his office (1 Tim 3:1-7; Acts 20:28, Titus 1:6-9 and 1 Peter 5:2-3), and, as a member of the Elder Board, having general oversight of the shepherding of the congregation so that the Body is built up and equipped to do the work of Jesus Christ. The Pastor must abide by the Core and Outer Core Theology as established by the church.

His passion to know and glorify God should be apparent to others by how he worships, edifies the Body, disciples, reaches out to the unsaved, and leads the Staff and congregation. The Glory of God will be his primary concern as he ministers at HCC. All plans, problems and decisions must pass through this filter.

The Pastor, along with the Elder Board and Staff, is also responsible for communicating and advocating our church vision of Bringing the Gospel to Life in the Church, Community and World, and for ascertaining the overall direction God has for HCC. He shall establish a Strategic Plan and execute the Plan in collaboration with the Elder Board, Staff and the congregation.

The Pastor shall supervise the church Staff and is himself accountable to Jesus Christ, to the Elder Board, and to the members of HCC.

AREAS OF ACCOUNTABILITY

The Pastor is to be responsible for the following areas, sometimes as a leader, sometimes as an encourager, sometimes as a trainer, always acting in love.

Leadership

By virtue of his role as the primary spiritual leader, the Pastor has the following authority and responsibility for governing the spiritual and temporal affairs of HCC:

- 1) Discern, implement and execute God's plan by developing and executing a Strategic Plan.
- 2) Is an ex officio member of all boards, committees, and auxiliary organizations of the church.
- 3) Responsible for discipleship, evangelism, outreach, and fostering healthy relationships in the church body, training the congregation to lead in their sphere of influence and in their communities.
- 4) Oversee the ministries.
- 5) Motivate and train members and ministry team leaders, encouraging them to identify and develop their spiritual gifts, matching them with our needs and our resources. In so doing, he will hold to the model of Ephesians 4:12 in "equipping the saints to do the ministry." Assist ministry team leaders in setting ministry goals and hold them accountable for their responsibilities.
- 6) Encourage relationships with other area churches for the advance of God's Kingdom.

Preaching/Teaching the Word

The goal of preaching is to glorify God. The pastor shall:

- 1) Be the primary expositor of God's Word to the congregation. As such, he shall communicate Biblical truth with passion, excellence and relevance, providing clear application to congregants' daily lives. He will preach the whole counsel of God and through various means teach the doctrines of HCC.
- 2) Be responsible for arranging for and qualifying guest preachers whose message will adhere to Core and Outer Core Theology of HCC.

Worship

God is the only subject of our worship, He alone is worthy of all honor and praise. Worship reflects our complete dependence on him and our complete satisfaction in him. Worship must be vital and real in the heart and must rest on a true perception of God and his grace.

- 1) Provide oversight for HCC worship services. Provide leadership and guidance to all who participate in the worship service.
- 2) Draw the congregation into a rich worship experience by personal example, careful planning and obedience to the Holy Spirit.
- 3) Encourage worship in the daily life of the congregation.

Pastoral Care

Shepherd the HCC congregation according to the model of a servant leader (1 Peter 5:2-3).

- 1) Create and establish a culture that that will help foster godly marriage, parenting and family relationships.
- 2) Affirm the value, recognize the specific needs of, and draw upon the unique gifts of the various groups within the church body (i.e. singles, seniors, etc.).
- 3) Lead and direct the visitation and ministering of the good news of the Gospel to the shut-in, sick and dying.
- 4) Provide pastoral counseling. Make referrals, when appropriate, using the skills of the congregation and the community.
- 5) Oversee the administration of the sacraments of communion and baptism.
- 6) Subject to discernment and availability, perform weddings and funerals.
- 7) Foster a one body environment (1 Cor. 12) while recognizing our goal of individual care.
- 8) Be approachable and accessible.

Outreach

Teach that we love and serve God by serving others so that others may see something more valuable, more Glorious, as we live out our faith with great joy.

- 1) Lead and encourage corporate and personal evangelism.
- 2) Actively support & encourage involvement in local, regional, and international outreach opportunities.

Administration

- 1) Responsible for the overall administration of HCC.
- 2) Direct the implementation and execution of provisions of the church Constitution and the approved policies of the church.
- 3) Supervise the church staff and with the Operations Board conduct an annual review of each staff member.
- 4) In collaboration with the Elder Board and staff, conduct an annual review and evaluation of all ministries and church functions in accordance with set goals and expectations.

QUALIFICATIONS

Spiritual

- 1) Have a personal relationship with Jesus Christ and believe the Bible to be God-breathed, inerrant and the foundational truth in a believer's life.
- 2) Adopt as personal standards the requirements of an elder as set forth in 1 Timothy 3:1-12 and Titus 1:5-9.
- 3) Exhibit the fruit of the spirit in his daily life.
- 4) Spend regular time in personal Bible study, prayer & worship.
- 5) Support and commit to the HCC Statement of Faith.

Professional

At a minimum, possess or show aptitude for the following:

- 1) Five years in a pastoral role. This may include being an assistant pastor or youth pastor.
- 2) Ability to communicate a shared vision.
- 3) Community outreach experience.
- 4) Strong preaching, teaching, leadership and discipleship skills.
- 5) Principles of biblical reconciliation (Matthew 18)
- 6) Bachelors Degree.
- 7) Small group ministry experience.

Also ideally, possess or show aptitude for the following:

- 8) Lead/Senior Pastor experience.
- 9) Pastor at a church of at least 100 members.
- 10) Experience with strategic planning and execution.
- 11) Administrative experience (budgeting, office administration, etc.).
- 12) Cooperation/Collaborative outreach experience (i.e., experience performing outreach in collaboration with other Christian churches or organizations).
- 13) M. Div. or equivalent degree from an accredited evangelical seminary.
- 14) Substantial experience or demonstrated ability leading a volunteer organization.

Personal

At a minimum, possess or show aptitude for the following:

- 1) Displays commitment to the basic disciplines of the Christian life.
- 2) Exhibits the fruits of the spirit.
- 3) Compassionate and empathetic.
- 4) Biblically stewards family and finances.
- 5) Not previously divorced.
- 6) Called to minister in the Gilbertsville area.
- 7) A heart for evangelism.

Also ideally, possess or show aptitude for the following:

- 8) Flexible and open to new methods of communicating the gospel while keeping Biblically consistent.
- 9) Demonstrated evidence of accountability.
- 10) Self-motivated, proactive and take steps of faith when led to do so by God. Commitment to personal and spiritual growth so that he can better minister. (Conferences, reading, taking courses, etc.)
- 11) Married