



**CENTRAL**  
PRESBYTERIAN CHURCH

## Senior Pastor Job Description

### Purpose of Position

The Sr. Pastor will guide the church in the accomplishment of its God-given mission by providing spiritual and organizational leadership through preaching, strategy implementation, and the development of lay leaders and staff.

### Accountability

This is a full-time position directly accountable to the Session.

### Duties & Responsibilities

- Upholds the spiritual life of the congregation through preaching. Preaches on a rotating schedule determined by the preaching team as preaching duties have been shared with the associate pastor, and occasionally with staff and lay leaders.
- Orchestrates the movement of the church toward a shared vision. Develops specific strategies to implement the church's vision for:
  - Evangelism, with a focus on outreach to congregants' neighbors, networks, and the next generation; includes mission partnerships.
  - Discipleship, directing the teaching and training of congregants of all ages toward personal spiritual formation.
  - Community, overseeing the creation of relationship formation opportunities for congregants in all life stages.
- Provides pastoral care by developing and leading a team of trained, dedicated, and wise lay ministers. Carries out direct pastoral care as situations warrant.
- Oversees planning for worship services with a specified team, demonstrating appreciation for a variety of worship styles and formats including virtual and in-person engagement.
- Disciples and trains lay leadership on the session, ensuring consistency of vision and providing guidance on developing the next generation of leaders.
- As the Head of Staff, will mentor, provide feedback and training, set appropriate goals, and develop staff in their areas of giftedness.
- Participates in regular meetings and interacts regularly with congregational leadership and staff.
- With a specified team, develops and administers overall church budget.
- Officiates weddings, baptisms, and funerals as requested.

## Required Skills

- Preaches effectively and with relevance by connecting scripture, faith, discipleship, and mission to everyday life.
- Strategic and holistic thinking with the ability to create implementation plans and delegate responsibilities to others.
- Strong interpersonal and communication skills with an ability to work effectively among a wide range of constituencies in a diverse community.
- Demonstrates a passion for working with people of all ages and all stages in an intergenerational ministry of growth, care, service, and outreach; ability to assess the needs of the congregation and to guide others in their relationship to Jesus Christ and the Church.
- Contributes to a positive workplace and Church culture by making decisions in a collegial environment and working collaboratively with Central's staff and lay leaders as a cohesive team.
- Shepherds and supervises team leaders in personal growth and leadership methods; ability to train lay leaders and assist them in effectively identifying and using their gifts.
- Highly motivated and organized self-starter with energy and enthusiasm; approaches challenges with willingness and good humor.
- Skilled in church administration including budget preparation and implementation.

## Qualifications

- Five years in a large church setting with demonstrated experience in organizational and institutional leadership.
- Ordained in the PC(USA) or shall have met all criteria for ordination.
- Demonstrates biblical knowledge and understanding of theological context.

## Personal Attributes

- Commitment to a vital life of faith as evidenced by personal spiritual disciplines.
- Demonstrates personal integrity, discernment, and character in decision-making and interpersonal interactions; has an attitude of other-centeredness and humility expressed in the ability to lead with grace.

## Confidentiality

The Senior Pastor must exemplify an ability to maintain confidentiality and handle delicate situations with discretion and insight.

Revised 11/10/21

To explore this opportunity please send a cover letter, CV, and statement of faith to: [pastoralsearch@centralpc.org](mailto:pastoralsearch@centralpc.org) for review.