

Senior Pastor

Character & Credentials

Must be a spiritual person with a strong commitment to Jesus Christ.

Must be a person well acquainted with the anointing and move of the Holy Spirit, who commits to seeking the guidance of the Spirit of God first, in all things, and who is sensitive to the flow and direction of the Spirit during worship services and all church gatherings.

Must be a person of the Word, who rightly divides, communicates, and defends the truths of God, as spelled out in the Bible; who does not shy from tackling modern controversies, but always addresses them in a Christ-centered manner that proclaims God's truth, in a way that unifies and uplifts God's people, and amplifies light, grace and true love in an age of encroaching darkness, pride, and hate.

Must hold A/G credentials and will maintain Church on The Rock (COTR) in right standing and fellowship with the District and General councils, working under the authority and covering of the District Council, superintendent, and presbyters, as appropriate

Must be a seasoned servant of God, having demonstrated long term effective ministry, including at least 4 years in a prominent pastoral position within a congregation of at least 300 attenders, or equivalent experience.

Job Duties

Set Direction

Work with the Council and staff in overseeing the life and direction of the church.

Demonstrate and communicate the mission, vision, and values of COTR.

Align and guide the staff, ministries, and the congregation to fulfill the mission and vision of COTR using the values of the church.

Work with the Council and ministry team leaders to develop and execute short- and long-term objectives and ministry budgets.

- Monitor the progress of reaching objectives through the use of weekly staff meetings, air-tight, and other activities.
- Ensure staffing levels are adequate to achieve objectives and budgets.
- Adjust budgets to reflect changes in financial circumstances of the church.

Sunday Service & Church Function

Fill the pulpit with Biblically sound and relevant sermons that are in line with COTR's mission, vision, and values.

- Preach a minimum of 47 services per year.
- Spend adequate study and preparation time to ensure an appropriate worship experience.
- Develop a preaching schedule at least one quarter in advance.

Serve as president of the Church Council, leading and attending regular and special council meetings, and attending to other official business of the Church, in accordance with the COTR constitution and bylaws.

Develop a yearly calendar that includes ministry team activities, annual events, programs, and other important activities.

Provide communication to the congregation through meetings, social media, or email so they stay informed of the progress and plans of the ministry.

Monitor the spiritual pulse of the congregation through review and accountability.

Encourage the congregation to understand their spiritual gifts and use them to serve the body.

Establish regular office and ministry hours for themselves and all staff members for the benefit of the congregation.

Develop and coordinate a plan to regularly connect with and show appreciation to all volunteers.

Staff and Volunteer Development

Hire, dismiss, and prioritize staff additions after consultation, approval, and guidance from the Council.

Oversee and coordinate the activities of the paid staff and volunteer ministry leaders.

Be a spiritual leader to the staff that encourages, challenges and holds them accountable to their walk with God both at an individual and group level.

Provide coaching, mentoring, and bible teaching to the staff.

Conduct staff performance evaluations and provide on-going formal and informal performance feedback. Utilize the Associate Pastor to assist in this process as appropriate.

Maintain efficient and effective lines of communication between the staff and the Council.

Provide ongoing mentoring/development of key volunteer ministry leaders to ensure their growth, health, and quality of programming.

Identify, develop, equip, and appoint leaders and ministers from within the congregation

Member Care and Community

Emphasize building community within the congregation through activities and small groups.

Build relationships with congregation and attend to their spiritual needs. This includes finding ways to regularly interact and build relationships and community with COTR's growing on-line community.

Seek and develop connections outside the church to open up opportunities for the congregation to reach and serve the communities in which we live and work.

Coordinate and share responsibility with others for hospital visitation, home visits, care facility visits, counseling, marriages, and funerals.

Provide spiritual counseling and/or referral for members' crisis situations.

Lead or participate in a community group.

Personal and Professional Growth

Periodically attend seminars, conferences, and educational courses that enhance their ability to serve COTR.

Commit to reading books, articles, etc. each year that expand their perspective of Biblical teaching and can be used to develop other staff or volunteer ministry leaders.

Maintains balance in life and ministry, faithfully and properly attending to biblical spiritual, psychological, and physical self-care; to duties at home to spouse and children, as applicable, in accordance with Ephesians 5 & 6; and to duties as a shepherd of the congregation at COTR.

To Apply Please send your resume to pastorsearch@cotrag.org