



FLOSSMOOR COMMUNITY CHURCH

Position Description
Title: Senior Pastor
02.02.2010

Primary Objectives:

The Senior Pastor shall lead the people of God in the ways of Jesus Christ, working in partnership with lay leaders to accomplish the mission and ministry of Flossmoor Community Church. The Senior Pastor shall be the spiritual leader of the church, assisted by other members of the pastoral staff.

Primary Responsibilities:

The Senior Pastor, working collaboratively with lay leaders, shall provide spiritual leadership and vision, administrative oversight and organizational direction to the overall life of the church, ensuring that all aspects of a vital and effective parish ministry are provided.

The Senior Pastor, through and with the support of church staff, appropriate Boards, Committees, and laity shall:

- Lead the church in living out FCC's Mission Statement and Core Values.
- As the primary preacher, provide for public worship and the administration of the sacraments, and for weddings, memorial and funeral services.
- Provide for Christian fellowship, service, stewardship, spiritual nurture and education.
- Assure that the pastoral needs of the congregation are satisfactorily met.
- Oversee membership development and spiritual growth, including a deep sense of community among members.
- Uphold and implement the guidelines of FCC Constitution, by-laws and policies.
- Serve as Head of Staff; direct and supervise all church employees in a professional work environment that motivates, energizes and enables the staff to effectively support the mission and ministry of the Church.
- Oversee day-to-day church management, ensuring sound fiscal and management processes.
- Facilitate the achievement of the long-range vision of the church.

Additional Responsibilities:

- Lead weekly staff meetings, monthly Leadership Staff meetings, participate in monthly Governing Board meetings, and regular ministry area meetings
- Work closely with the Chair of the Governing Board to guide the programs and ministries of the Church

- Participate fully in the life and ministry of the church
- Represent the church in the community

Necessary Training and Experience

- Completion of a Master of Divinity degree from an accredited seminary
- Ordained minister in good standing in a Protestant Church
- Minimum of six years of pastoral experience in a church setting

Characteristics and Qualifications

- Deep and abiding faith in Jesus Christ, unquestionable character and integrity
- Excellent preacher and teacher
- Exceptional oral and written communication skills
- Effective leadership in using technology in church operations
- Skilled leadership in conflict management and resolution
- Keen mind, lively sense of humor, ability to relate to all
- Effective leadership gifts, management and organizational abilities
- Ability to encourage and motivate laity to use their gifts and passions in ministry
- Effective systems and team builder, coach, facilitator, planner and problem-solver

Accountability and Review

The Senior Pastor is accountable to the Governing Board through the Personnel Committee. Performance review annually.

Miscellaneous

The Senior Pastor is annually provided two weeks of professional development, four weeks of vacation, and a sabbatical at the conclusion of five years as Flossmoor Community Church's Senior Pastor. This is a full-time exempt position with benefits provided as outlined in the Flossmoor Community Church Employee Policies and Practices Manual.