



# Lead Pastor

## Job Description

**Role:** The pastor provides overall leadership to the life and ministries of the church so that it remains faithful to Christ in fulfilling its mission and pursuing its vision.

**Hours:** 45 hours per week

### Qualifications:

- Committed follower of Jesus with a vibrant spiritual life
- Clear calling, gifting, and passion for pastoral ministry
- Ability to convey biblical principles through thoughtful and practical preaching and teaching
- Ability to recruit, motivate, and involve others in ministry planning, decision-making, and volunteering
- Exceptional leadership skills, including strong relational skills, reliable administrative capabilities, innovative thinking, proactive and considerate communication, and high standards of excellence in ministry
- Ministerial credentials in the Brethren in Christ (BIC) Church U.S. (or qualifications to pursue credentialing)
- A seminary degree or Master of Divinity and five years pastoral experience preferred

### Responsibilities:

- Provide spiritual leadership, using preaching and teaching that align with BIC values to foster an environment where people can encounter and grow in Christ
- Initiate, develop, and carry out a church vision, establishing short- and long-term goals, a plan to realize such goals, a system of monitoring progress, and a rhythm of communication
- Lead and support ministry staff and leaders by conducting consistent team meetings and annual check-ins, as well as establishing shared vision, encouraging opportunities for leadership development, creating space for input, and providing feedback and accountability
- Oversee and manage facility
- Coordinate with staff and ministry leaders to develop Sunday worship gatherings
- Administer believer's baptism, officiate at weddings and funerals, supervise the remembrance of the Lord's Supper, and receive new members
- Offer pastoral care to those grieving, seeking counsel, or new to the church, in coordination with the deacons and other resources available
- Facilitate process for those interested in church membership
- Manage church budget and practice and promote wise stewardship

- Manage relationship with Regional and General Conference, participating in and communicating information from meetings of the larger Church family
- Report to and attend church board meetings as a voting member, serving as a spiritual shepherd to the group and carrying out decisions made by the body
- Serve as representative (or appoint a representative) to local organizations and churches
- Fulfill all duties as outlined in the Brethren in Christ U.S. *Manual of Doctrine and Government*

#### Expectations

- Consistently look to improve, expand, and innovate within the scope of this role, welcoming constructive feedback as part of that process
- Consistently complete duties and responsibilities in a timely manner
- Exhibit genuine love and care for the church family
- Model wise, supportive leadership to staff and ministry leaders
- Communicate proactively with sensitivity, wisdom, and openness
- Cultivate healthy, positive relationships in all contexts, including with immediate family
- Remain within the budgets associated with this position
- Participate in an annual performance evaluation with members of the church board

#### Relationships

As stated in the Brethren in Christ U.S. *Manual of Doctrine and Government*, the pastor is accountable administratively to the bishop of the Atlantic Regional Conference and accountable functionally to the congregation by way of the church board.

#### Compensation and benefits

These are outlined in the Pastoral Contract and reviewed annually by the church board.

*This job description may be modified or adapted to best meet the needs of Millersville Brethren in Christ Church and the pastor.*