

Senior Pastor's Job Description For Dry Creek Bible Church

Introduction

We believe that the role of our pastor is one of a shepherd providing spiritual direction to our church family with the objective of equipping each member to do the work of the ministry (Eph. 4:11-16). Spiritual Direction is the developed art of prayerfully listening and looking for God's work within each church family member; then nurturing that work towards a fully developed person in Christ. This role is a complex one and consequently, this job description can only provide an overview of our expectations for our pastor. But this shepherd role can be divided into four basic responsibilities:

1. Teaching
2. Nurturing
3. Managing
4. Advising

Preliminary to setting out on these tasks each day our pastor must be:

1. Developing an intimate love relationship with God through prayer and devotional reading.
2. Developing a love for and deepening knowledge of Scripture through regular study and reading.
3. Developing a growing love for the church family members through intercession and communication.

We will, therefore, consider the preliminary tasks briefly before defining the tasks of ministry.

The Preliminary Tasks of Our Pastor:

1. Intimate Love Relationship With God

Before our pastor can speak to people about God, he must first speak to God about himself and his people. While knowledge and interpersonal skills are vital to the effort of the ministry, they are not enough. He must add to his credentials godliness, born out of a growing love relationship with God. Robert Murray McCheyne, the great Scottish pastor wrote:

“My people's greatest need... is my personal holiness.”

Godliness, or holiness, is God-taught, Spirit-wrought Christlikeness. It will be developed through the daily discipline of time alone with the Lord. Yes, every true believer is called to holiness, but it is our pastor who models this by glorifying God in his life. (1Timothy 4:6-10; 1 Corinthians 9:24-27)

2. Deepening Love For and Knowledge of Scripture

We want culturally relevant Biblical preaching from and to the heart. As God's spokesman our pastor must understand the Bible and its relevance in contemporary society. This will require that he be a faithful student of both Scripture and society. But we also want him to

display the love relationship that the Bible describes. This will require that our pastor's study involve his heart, with his sermons applied first to himself. We want our pastor to spend long hours in prayerful study in preparation for his teaching ministry. It is his prayer that sets the tone of his relationship with God and ministry to us. E. M. Bounds is correct when he says: "the pride of learning is against the dependent humility of prayer... Every preacher who does not make prayer a mighty factor in his own life and ministry is weak as a factor in God's work and is powerless to project God's cause into this world." (1Thess. 3: 10-13; Eph. 1:16-19, 3:14-19)

3. Growing Love For The People He Serves

We believe that our pastor needs to love the people he serves. He will develop that love through daily intercession for us and the people of our community. He can also nurture these relationships through regular contacts in our homes and lives.

The Basic Responsibilities of Our Pastor's Ministry:

Our pastor's ultimate objective is to equip us for the work of ministry both inside and outside our church family. For this reason, he will look for opportunities to include others in training as he does ministry. Since each of us is at different levels of spiritual formation, no one program will accomplish this objective. He may choose to use programs that will be helpful. But our pastor must provide Spiritual Direction that is Spirit-led. His four basic tools to accomplish this are:

1. Teaching

Our pastor will develop his preaching, Bible studies, and small group discussions to nurture and develop us toward full equipping for ministry. His objective is to facilitate the work God is doing within us. This will require him to listen to us and the Spirit's voice.

2. Nurturing

Our pastor must be a caregiver in visitation and consolation. He will seek to look for God's working within each situation; then compassionately apply God's appropriate healing to each spiritual illness.

3. Managing

Our pastor will seek to coordinate people and programs appropriate to the needs of the people and what he perceives God is doing within the church family. Within this role, he will supervise the Office Manager and Minister of Children & Youth.

4. Advising

Our pastor will be looking for God's working within situations; then providing spiritual counsel to individuals facing life issues and to the church leadership facing decisions. There will be times when he will choose to refer a person to a professional counselor so that he can devote himself to the central task of being a spiritual director rather than a clinical counselor.

The Philosophy of Our Pastor's Ministry:

Our pastor's ministry will be to people rather than to an organization. He will, therefore, be among the people as a:

1. Facilitator (helping others do) rather than a general (the one in charge)
2. Shepherd (caring for individuals within the organization) rather than a CEO (caring for the organization at the expense of the individual)
3. Model (openly growing in his faith along with the church family) rather than an ideal (unwilling or unable to share his struggles)

The Object of Our Pastor's Ministry:

We want our pastor to model the philosophy Jesus taught us of ministering to those whom God brings across our path (Mt. 25:31:46). We, therefore, understand that our pastor's ministry will include:

a. His Family & Himself (1Tim 3:4-5; Titus 1:6)

We want our pastor to model healthy family priorities by saying no to us, at times. Since we struggle with family, work, and church priorities, we want to see him working these out too. He should endeavor to be fair to his family and give them the time and consideration they deserve and for whom he is responsible before God.

His wife and children have no more responsibilities to the church than any other member. Consequently, they are not required to be at every meeting of the church. Nor are they required to be involved in any specific task of the church unless they so choose.

We want our pastor to take time for personal growth and development. This means more than just attending seminars. He should take time to be creative (with hobbies) and engage in activities outside of the church. We encourage, but do not require, him to reserve regular days for prayer and fasting. We also encourage him to exercise regularly for his health.

b. Church Family Members

Our pastor must see his job as involvement with people. His ministry is to people who hurt and people who rejoice; often within the same day. Accordingly, he must be flexible to respond to people (1 Peter 4:9). This will require of him to creatively manage his allocation of time for his family and himself so that he is ready for such responses to those in need.

c. The Church Organization

Our pastor provides leadership and direction in accordance with the vision of this church. Accordingly, he is responsible to feed, protect, and guide his flock. The apostle Paul demonstrated the role of pastor and described it to the Ephesian elders in Acts 20:17-35. Similarly, he must be lovingly firm in discipline when appropriate. (Deut. 19:15-21; Matt. 18:15-20)

d. The Community

We expect God to provide ministry opportunities outside our church family within the lives of others. We want our pastor to model this spontaneous ministry to others for us and encourage him to respond to these needs as the Spirit directs him. We also encourage, but do not insist, that he participate in community services as God directs him. He is welcome to participate on local boards and committees if God so directs him.

The Responsibilities To Our Pastor:

As a church family we will support our pastor by:

- a. Prayerfully obeying what we hear God saying through him. We will seek to give him the honor, respect, and trust due a pastor (Heb. 13:7, 17-18; 1Tim. 5:17). We will pray with and for him. We will also lovingly reprove him when we believe he is in error.
- b. We will seek to understand the stress that is unique to a pastor and will respect his (and his family's) privacy and seek to understand when he must say no to a request.
- c. We will strive to protect him from unwarranted criticism. We will work to edify him and his family. If anyone has a complaint with him, we will require that they follow the principles of Matthew 18:15-17; discussing the matter with him first before coming to others.
- d. As a church, we are committed to a shared ministry where all of us share in the work of the ministry.
- e. While we encourage our pastor's spouse and children to be active in the life of the church, we do not expect them to be at every meeting or event.