

Salem Covenant Church
Senior Pastor
Job Description

Purpose of this position: The Senior Pastor provides primary pastoral and executive leadership to the church for the purpose of building up and strengthening the body as a whole (Ephesians 4:11-13).

Reporting relationship: The Senior Pastor reports to the Executive Board.

Hours: Full time (minimum of 40 hours per week).

FLSA: Exempt.

Essential Duties and Responsibilities:

1. Preaching and Teaching: The Senior Pastor is the primary preacher. In addition to his own preaching responsibilities, he also schedules other preachers as well, including outside guest preachers. The Pastor may also be expected to participate in teaching in other settings, such as but not limited to, adult Bible studies and confirmation.
2. Vision, Mission, and Value Leadership: The Senior Pastor strives to ensure that every area of church life and ministry purposefully reflect the stated vision and values of Salem Covenant Church. He also protects the missional and theological integrity of the church consistent with the teachings of Scripture and the distinctives of the Evangelical Covenant Church.
3. Outreach, Service, and Evangelism Leadership: The Senior Pastor promotes and encourages evangelism and service both locally and globally. In addition to developing personal connections in the community, he supports, directs, or coordinates church-wide strategies as needs and opportunities require. This includes participation in the local ministerium.
4. Leadership of church staff: The Senior Pastor oversees the work and professional development of church staff.
5. Leadership development: The Senior Pastor promotes and encourages leadership development throughout the church either through his own direct efforts or through others. This will include participation and interaction with church boards.
6. Pastoral Care: The Senior Pastor will provide primary leadership in weddings, funerals, hospital visitation, crisis intervention, pastoral counseling, dedications, and other needs of the congregation. He will coordinate this work with that of the deacons and other staff members. When appropriate, the pastor will offer referrals for those with needs which fall outside the pastor's competence or ability to assist.

Core Competencies:

- **Personal commitment to Jesus Christ:** The senior pastor is expected to give clear testimony of personal faith in Jesus Christ and to continually and actively pursue his own spiritual growth. He is expected to demonstrate the biblical characteristics of leadership outlined in the Pastoral Epistles and elsewhere in Scripture.
- **Preaching and Teaching Skills:** The Senior Pastor must demonstrate a passion, ability, and commitment to explain and communicate spiritual truths in ways that are faithful to Scripture and which are consistent with orthodox Christian tradition and the Covenant affirmations. He must have the ability to not only inform others, but to enable their transformation as well.
- **Strong interpersonal skills:** These include the ability to lead and positively influence others, to listen and openly accept criticism, to productively manage interpersonal conflict, and to hold others accountable in a spirit of grace.
- **Team-building skills:** Is able to guide, mentor and train other leaders to work in ways that maximize both personal and collective effectiveness. This includes an ability to share best practices, identify and solve common problems, identify group goals, communicate and reinforce vision, and celebrate successes. It includes personal adaptability when the needs of the team require it and the ability to remain stable and consistent under stress and in times of crisis.
- **Strategic Planning Skills:** The Senior Pastor needs the ability to understand community, cultural and ministry trends and will lead the church in thinking strategically about how to respond to and address the trends.
- **The Senior Pastor must be able to effectively lead and manage multiple staff members and a variety of volunteer ministry groups.**

Other Minimum Requirements:

- **The Senior Pastor must hold ordination standing in the Evangelical Covenant Church or be qualified to pursue such standing at the time of call.** If he does not hold such standing at the time of call, he will begin the process of acquiring ministerial credentials in the Evangelical Covenant Church. He is also required to maintain ministerial “good standing” in the Covenant during his tenure at Salem Covenant, to adhere to the established ethical principles for Covenant clergy, and to participate in the broader life of the denomination.
- **Agreement with the Vision, Mission, and Value Statements of Salem Covenant Church and a willingness to work within church policies, goals and processes.**
- **Basic competencies in, but not limited to, Microsoft Word, Excel, and PowerPoint.**