



Title: Senior Pastor

Purpose:

To help fulfill the Great Commission by giving spiritual leadership to the people of Crossroads Church through Biblical preaching, godly leadership of the Staff & Board, and loving pastoral care to the congregation at large.

A Description of Success:

Success involves glorifying God and lifting up and exalting the name of Jesus Christ through His Church at Crossroads. The congregation will be growing spiritually, gathering for praise and worship, and practicing joy-filled service. The church, board, staff, and ministries will be working together to fulfill the Great Commission. There will be spiritual fruit in terms of new believers, and growing believers, in whom the fruit of the Spirit will be evident in their lives. The church will be a loving & caring family of God.

Main Responsibilities:

The Senior Pastor is responsible for, and cannot delegate the following:

1. Living an authentic growing personal relationship with Jesus Christ
2. Overall health of the church, spiritual health of the organism and function of the organization
3. Primary presenter of Bible-based teaching at weekend services
4. Protecting the flock from false teaching and improper conduct of its members

Working Relationships:

- The Senior Pastor is accountable to the Church Board, and ultimately to the Congregation, and the Lord Jesus Christ.
- The Senior Pastor will maintain a close working relationship with the church chairman.
- The Senior Pastor is responsible to oversee, directly or indirectly, all paid staff in the church.

Duties:

1. Preaching
 - a. Disciplined study of, and accurate handling of God's Word
 - b. Calling non-believers into a relationship with Jesus Christ
 - c. Encouraging the spiritual growth of the Body and use of their gifts to fulfill the Great Commission
2. Leadership
 - a. Provide oversight and discipleship to ministry leaders
 - b. Provide oversight (along with the Board in the case of ministry staff) in the hiring and termination of church employees
 - c. Provide oversight of all church staff



- d. Develop church-wide vision for ministry
3. Church Board/Elders
 - a. Lead the Church Board and Elders as first among equals
 - b. Represent the church staff to the Church Board
 - c. Attend and actively participate in the meetings of the Church Board and Elders
 - d. Actively seek out and develop potential leaders to serve on the Church Board and Elders
 4. Small Group Leaders Discipleship
 - a. Vision-cast from the pulpit the role of small groups in our church
 - b. Own the responsibility for small groups success, but oversee through delegation to paid and volunteer staff, the recruiting, training, and care of small group leaders
 5. Pastoral Care of the Flock
 - a. Oversee or provide pastoral care to the flock for special events in the lives of members (weddings, funerals, baptisms, child dedications, etc.)
 - b. Oversee or provide pastoral care to the flock in times of illness or need
 - c. Guide the church to provide systems of loving care for each other
 6. Outside leadership and community evangelism
 - a. Develop credibility as a community servant leader
 - b. Promote the advancement of the kingdom in our surrounding region
 - c. Work with and encourage other local pastors of kindred spirit
 - d. Promote and model evangelism in our community