

Senior Pastor Job Description

Calvary Bible Church Wayne, NE

General Responsibility

- Preach the Word with passion, depth and application from the pulpit and teaching through various studies
- Leadership development of staff and lay personnel
- Model outreach and discipleship
- Consistent nurturing of a healthy spiritual life through personal time in God's Word and prayer
- Servant leadership by providing counsel and support for the staff and volunteer leadership
- Shepherd by providing counseling as desired by the members of the congregation and community
- Oversee and conduct ordinances of baptism and communion in coordination with the Elders
- Officiate weddings and funerals as requested by members of the congregation
- Provide oversight of the operations of the church through administration and of the facility in coordination with the Trustees
- Build and nurture ministry partnerships with local churches, community organizations, and the EFC Midwest District, etc....

Shepherding & Leadership Development

- Dedication to discipleship of the church leadership and personally mentored/discipled to include time with peers
- Support existing ministries and contribute to developing new areas of ministry
- Develop training that encourages laymen to participate in the functions of the church body as a volunteer and in leadership roles
- Partner with Elders to graciously navigate confrontation regarding any issue with a congregational member
- Provide instruction regarding membership and baptism informally and formally annually or more as needed
- Shepherds as an ex-officio member of all boards and ministry teams with voting rights by providing direction to the Team Ministry Leaders for the church programs
- Lead by establishing ministry goals with the leadership that fulfill the church's vision and programs that support the goals and vision
- Equip the body of Christ for the work of the ministry

Expectations

- Establish regular office hours but with flexibility depending upon ministry needs and obligations
- Take a consistent day off in the week along with Saturday off
- Encouraged to attend conferences and free to accept leadership roles in the EFCA, the Midwest District, and other evangelical organizations
- Serve under the auspices of the Evangelical Free Church of America (www.efca.org)
- Report to the General Board on a monthly basis and to the congregation at business meetings with a general report of his pastoral ministry

Compensation

- Salary Range: \$52,000 - \$76,000 depending upon education and experience
- Parsonage: If the pastor and family chooses to live in the parsonage the annual rent would be \$15,000 and subtracted from the salary package. Utilities not included
- Time off is determined by the Personal Policy unless otherwise pre-arranged upon terms
- Expense fund for books, continuing education, ministry expenses, and mileage compensation for ministry related travel