

Winnetka Bible Church - Senior Pastor Job Description - 2020

Position Title: Senior Pastor – Winnetka Bible Church

Position Purpose:

- Preaches the Word of God with Christ-Centered, Gospel saturated, expository preaching, to equip the church to grow in Christlikeness and loving service to others.
- Leads the congregation in a commitment to local evangelism and global missions.
- Challenges, trains and activates elders, ministry leaders and congregants in effective ministry.
- Functions as the visible leader of the church family, developing strategic relationships and drawing people into church community.
- Shepherds, walks with, and cares for the faithful of Winnetka Bible Church.

Nature and Scope:

The Senior Pastor, along with other Elders, provides spiritual leadership and direction for Winnetka Bible Church. He and the Elders are responsible for formulating mission, vision and strategy for the church based on God's leading.

The Senior Pastor is a voting member of the Elder Board, provides them with a monthly report of activities pertaining to his work, represents staff perspectives and presents staffing needs to them for discussion and/or decision. The Senior Pastor provides leadership and direction to the following positions: Associate Pastor, Director of Worship, Director of Youth Ministries, Director of Children's Ministry, and the Administrative Staff. The Senior Pastor provides coaching, mentoring, assistance and performance feedback to them. He provides general leadership for all ministries within the church and, with his direct reports, evaluates ministry effectiveness, establishes goals and objectives, and receives and discusses updates on specific programs, plans and initiatives. The Senior Pastor approves expenditures for assigned areas and expense reports. He oversees and provides direction for various personnel and administration budgets.

The Senior Pastor works to develop the next generation of church leaders, including Elders, teachers, preachers, and ministry leaders. He provides direction and mentorship for the preaching and teaching team. He works with the Elders and staff to identify leadership candidates, ensures that training is provided and opportunities to utilize knowledge and skills are available.

The Senior Pastor has primary responsibility for the planning and conduct of Sunday morning and other special services (e.g. Christmas, Good Friday). He works closely with the Director of Worship to establish service plans, liturgy, and content; collaboratively considering the Gospel shape of series' broadly and services specifically. Through the leading of the Holy Spirit, the Senior Pastor prepares and delivers expositional sermons rooted in scripture. He faithfully preaches the Law fulfilling life, justice satisfying death, and life-giving resurrection of Jesus Christ throughout the whole counsel of God. In executing this responsibility, the Senior Pastor faces challenges including the need to devote sufficient time to study of the Word, creating a message that uses language relevant to a diverse group of congregants who are at different ages and stages of spiritual development, and challenging the listener toward a deeper relationship with Christ and a greater understanding of the eternal truths of the Bible. The Senior Pastor administers the ordinances (The Lord's Supper and Baptism). He also prepares and preaches from God's Word when he is asked to conduct weddings and funerals or speak for other events when requested.

Qualifications:

Education and Experience: The Senior Pastor should have a strong Biblical/theological background. He should possess as a minimum a Bachelor's degree with significant ministry experience (e.g. 10 years). A Masters of Divinity degree, Masters equivalent, or a Doctorate is preferable.

Spiritual Life: The Senior Pastor's personal and professional life must be characterized by prayer, study, and the continuing practice of hiding the Word of God in his heart. He must exhibit a personal and growing relationship with God, a personal dependence on the Grace of Christ, a teachable spirit, and a healthy family life as outlined in 1 Timothy 3:1-7.

Preaching and Worship: The Senior Pastor's preaching style should be engaging, expository, and Christ-Centered. He should be dedicated to preaching the whole counsel of God, proclaiming the Law and Gospel boldly and frequently. The Senior Pastor should be committed to a worship style in congruence with Winnetka Bible Church's Philosophy of Worship.

Passions: The Senior Pastor should be passionate about preaching the Gospel, reaching the lost with the Good News of Jesus Christ, training and equipping disciples of Christ, and seeing the message of the Gospel proclaimed to the nations.

Leadership: He is a servant-leader who leads by example, works effectively with others, and possesses a passion for mentoring staff and building up lay leaders. In conjunction with a plurality of Elders, he must be capable of creating, communicating and executing a long-term vision for the church's ministry. He is skilled at building consensus and forming teams to do ministry.

Personality: In addition to being warm and approachable, the Senior Pastor is receptive to critical feedback, handles stress well, is decisive, capable of building consensus, and has the capacity to handle a demanding workload without sacrificing family life or spiritual growth. He has a tender heart for shepherding and caring for the people of God.

Affirmations: He is able to affirm and support the WBC Statement of Faith, By-laws, and Philosophy of Worship.

Accountabilities:

1. **Preaching:** Faithfully exposit the Word of God on every occasion in the pulpit, planning Gospel shaped series as congregants walk through scripture together. Submit to the guidance of the Holy Spirit through a redemptive, Christ-centered hermeneutic, to proclaim the good news of the Gospel to hearts that long for the nourishment of the Word.
2. **Leadership:** Inspire and motivate staff and volunteers to live out the mission and vision of the church, providing spiritual leadership, coaching and direction to ensure that ministries are effectively making disciples in our homes, the church, among our neighbors and throughout the world.
3. **Evangelism & Missions:** Train, equip, and motivate church members to be missional in the home, the workplace, and the public square. Cast a vision for a church that seeks to love the lost and the broken. Emphasize the Kingdom importance of global missions and church planting.

4. **Shepherding:** Shepherd the flock of God by serving as a guardian of sound doctrine, demonstrating servant leadership, and providing consistent spiritual bread. Offer pastoral care to the hurting and the weak at times of times of trial.

5. **Prayer:** Exercise prayerful dependence on the Lord by seeking Him regularly and modeling a prayer-driven walk with the Lord for the flock, guiding the church in regular worship and prayer, collectively and individually pursuing a growing relationship with God.