



Senior Pastor Job Description

The Big Picture

Glenwood Community Church (glenwoodcc.org) is seeking a full-time Senior Pastor responsible for preaching, teaching, vision, and the general direction of Glenwood.

Who We Are

Glenwood Community Church exists to glorify God by challenging, encouraging, and equipping people to become like Jesus in every vital relationship by loving God, loving others, and influencing others to love God.

We aspire to be an inter-generational family of believers working together to nurture each other's faith and to grow God's Kingdom through gospel transformation. We are a place where all members are valued, have a role in the church, and are encouraged to use their gifts and talents to evangelize and disciple the nations. We engage God's Mission both locally and globally in many locations.

We're located in the beautiful Pacific Northwest on a twenty-acre campus in a growing suburb near a central metropolitan area. A mix of farmland, suburban housing, and mountains surrounds us. The Pacific Ocean is just over an hour away, and we have many opportunities nearby for various outdoor activities, including skiing, hiking, fishing, and camping.

The Position

The Senior Pastor is responsible for Glenwood's preaching, vision, and general direction. The Pastor will have a firm grasp of Glenwood's purpose, values, and strategy and possess the ability to align staff and key leadership teams with Glenwood's mission. The Pastor will ensure that Glenwood's systems, practices, and policies responsibly and effectively support its ministry objectives. This is a full-time, paid position with generous benefits.

Qualifications:

- An authentic relationship with Jesus and a desire to follow Him in every aspect of life.
- An agreement with the beliefs, purpose, and core values of Glenwood.
- An attitude of servant leadership, flexibility, and relational aptitude evidences a genuine love for people and an appreciation of differences.
- Strong leadership skills with a passion for fostering a collaborative, team-oriented environment.
- Exceptional communication skills, including the ability to connect with a multi-generational congregation.
- A self-starting attitude that identifies, strategizes, and implements what needs to be done.
- An ability to engage God's Word in a practical, transformational manner through teaching and preaching.
- A teachable spirit that is responsive, open to constructive evaluation, and eager to learn.
- Competent in spiritual direction, pastoral intervention, and short-term biblical counseling.
- An ability to recruit, organize, and develop leaders.
- An aptitude for addressing and resolving conflict.
- Minimum of a Master of Divinity or equivalent degree from an accredited theological seminary.
- Five years or more experience in pastoral ministry, with a track record of effective preaching and teaching.

All men are blessed with unique and different gifts, and as such, we intend to support our Senior Pastor with our staff, the Elders, the Board, and our many active lay volunteers. He is not expected to perform the detailed tasks associated with every responsibility but is encouraged to build teams that can do the work. We expect that this job description will evolve as individual strengths (and weaknesses) are revealed (Romans 12:3-8; Ephesians 4:1-8; 1 Peter 4: 10-11).

Primary Responsibilities:

- Develop and deliver engaging, biblically based, expository sermons during worship services emphasizing evangelism and discipleship where appropriate and speaking at other special occasions and events.
- Oversee Sunday services, collaborating with the worship team and others to ensure that services flow smoothly and are biblical, meaningful, and spiritually enriching.
- Care for his biblical and personal responsibilities, including engaging and leading his immediate family and attending to other personal relationships.
- Mentor and support Glenwood staff and volunteers, fostering a positive, collaborative work environment with robust leadership development and team building.
- Collaborate with Elders to ensure Glenwood doctrine remains founded on scripture and works to shape a biblical culture that influences the world while remaining independent of existent and emerging societal trends.
- See that the spiritual and physical needs of the congregation are met, including visiting the sick, counseling those in need, and offering support during times of crisis utilizing staff, competent lay leaders, teams, etc.
- Oversee the administration and management of Glenwood's operations, including personnel management, budgeting, and financial planning.
- Ensure the staff, facilities, policies, and procedures appropriately and effectively align with Glenwood's purpose, vision, and values.
- Perform other pastoral duties, such as weddings, funerals, baptisms, and dedications.

The Process

- Please look over the job description and the church website. Along with your resume, please answer these questions:
- Why do you believe you would be a good fit as the Senior Pastor of Glenwood Community Church?
- Describe your experiences in ministry and how you may be qualified to serve as the Senior Pastor at Glenwood Community Church.
- In just a few sentences, please give a summary of your theology and how it aligns with Glenwood Community Church.

Please send your resume and the answers to these questions to Jason@LancasterSearch.com.