

**Grace Community Church**  
**Senior Pastor**  
**Ministry Description**

**DESCRIPTION:** Serving as a member of the Board of Elders, the Senior Pastor will provide spiritual leadership and biblical equipping to the people who comprise Grace Community Church (GCC) to pursue the stated vision of the church, by the grace of God and for His glory.

**QUALIFICATIONS:** To perform this job successfully, the Senior Pastor must be able to perform each duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. A clear testimony of faith in Jesus Christ.
2. Consistent spiritual and moral character and lifestyle, fulfilling the biblical leadership qualifications of an elder described in I Timothy 3:1-7 and Titus 1:5-9.
3. Complete agreement with the doctrinal statement of GCC and an ability to defend it.
4. Proven gifting in expository preaching and Biblical teaching.
5. A proven heart for discipleship.
6. Competent in organization, administration, and interpersonal relationships.
7. Potential and desire to remain in a long-term ministry at GCC.
8. Minimum of five years' ministry experience.
9. Minimum of a Master of Divinity (or equivalent) from an evangelical institution.
10. Ordained in the Evangelical Free Church of America, or willing to obtain or transfer ordination within three years.
11. Must have a valid driver's license and be able to be insured by the church's insurance carrier.
12. Must be able to pass GCC's employment background clearance.

**RESPONSIBILITIES:** As a standing member of the Board of Elders, the senior pastor has primary responsibility for equipping the people of GCC for ministry; teaching and preserving the biblical doctrines of the church; shepherding its members; advising and encouraging ministry leaders; and supervising other ministry and church staff.

1. ***Pastoral duties***
  - Preach and teach the Word of God regularly.
  - Overall responsibility for the public worship services.
  - Initiate and lead in private and corporate prayer.
  - Administer the ordinances.
  - Provide pastoral care, prayer, counseling, and nurture of the people of GCC.
2. ***Leadership duties***
  - Model godliness in speech, relationships, and lifestyle.
  - Serve with the elders to provide overall vision and leadership to GCC.
  - Work with the elders to develop and communicate the mission, vision, and strategy

of GCC.

- Alongside the elders, lead this church toward an effective and dynamic discipleship culture.
- Oversee the development and implementation of ministry objectives and goals.
- Provide guidance, encouragement, and oversight of all ministry teams and small groups.

3. ***Management duties***

- Develop and supervise the ministry staff.
- Develop and supervise the church staff.

4. ***Kingdom duties***

- Represent the church to the community
- Develop supportive and collaborative relationships with other evangelical churches in the area
- Strengthen relationships with the denomination and other EFCA churches in the district

**COMPENSATION:**

1. The senior pastor will receive a financial compensation package commensurate with his training, skill, and experience
2. This compensation package will be plus or minus the average salary and benefit package of a full-time senior pastor of a comparably sized church in the Florida Panhandle.
3. The package will include salary and housing allowance, health and disability insurance, retirement, and four weeks of paid vacation each year.

**ACCOUNTABILITY:**

1. The Senior Pastor is accountable to the members of Grace Community Church through the Board of Elders
2. The Board of Elders will evaluate the senior pastor annually according to this position description.
3. Following the annual evaluation, this position description will be reviewed by the Senior Pastor and Board of Elders to be adjusted as needed.
4. Other issues relating to this position are described in the GCC By-Laws.