

Job Description

Senior Pastor

Position Type: Paid, Full-time

Job Purpose

The Senior Pastor provides spiritual leadership to Morning Star Friends Church (MSFC), ensuring that the church's mission, vision, and core values are fulfilled. This role involves preaching, teaching, counseling, and representing the church in the community. The Senior Pastor equips and encourages staff, directors, and ministry leaders, fostering a culture of discipleship and spiritual growth.

Job Duties and Responsibilities

1. **Preaching and Teaching (25%)**
 - a. Deliver Bible-based sermons and lessons that edify, challenge, and encourage the congregation. Conduct 46-48 services a year, delivering at least 40 of the sermons.
 - b. Lead Bible studies to develop Christian maturity and biblical understanding among members.
2. **Discipleship and Counseling (20%)**
 - a. Provide spiritual guidance and counseling to members during times of personal struggle or crisis.
 - b. Provide opportunities for members to deepen their faith.
 - c. Administer baptisms, communion, funerals, weddings, and participate in homebound and hospital visits.
3. **Leadership and Administration (20%)**
 - a. Oversee the development, supervision, and evaluation of all church staff and directors.
 - b. Manage staff schedules, including hiring, firing, and growth support.
 - c. Create study guides/listening guides for Sunday services.
 - d. Meet with elders once a month and prayer times weekly.
4. **Community Engagement (15%)**
 - a. Represent MSFC in community organizations and local pastoral groups.
 - b. Build partnerships with community leaders and organizations to further church outreach.
5. **Strategic Planning (10%)**
 - a. Collaborate with elders to set the mission and vision of MSFC.
 - b. Attend denominational annual meetings and other required gatherings.
6. **Program Support (10%)**
 - a. Support church committees and groups to achieve church goals.
 - b. Promote and ensure a variety of programs that engage members of all generations.

Required Qualifications

- **Education:**
 - Bachelor's degree in Biblical Studies, Divinity, Theology, or a related field.
- **Experience:**
 - Minimum of 5 years of pastoral experience.
 - Demonstrated managerial and counseling experience.
- **Knowledge, Skills, and Abilities:**
 - Strong biblical knowledge and ability to communicate effectively through sermons and lessons.
 - Spiritual gifts in preaching, teaching, and encouragement.
 - Proficiency in Microsoft Office and basic computer skills.
 - Strong organizational, communication, and team-building skills.
 - Ability to handle conflict resolution and reconciliation.
 - Accountability to scripture.
- **Licenses/Certifications:**
 - Pastoral license (Evangelical Friends Church preferred).
- Must comply with EFC Faith and Practice - upon becoming part of staff complete membership with Morning Star Friends Church

Preferred Qualifications

- **Education:**
 - Master's degree in Divinity or related advanced coursework.
- **Skills and Experience:**
 - Familiarity with Planning Center.
 - Budget management experience.

Working Conditions

- Office environment with regular weekend and evening work.
- Occasional travel for denominational meetings and community events.
- Physical requirements include standing, sitting, and light lifting up to 20 pounds.
- Emergency staff designation for church-related crises or urgent pastoral needs.

Characteristics

- Inspirational and visionary leader with a zeal for the future.
- Effective in evangelism, preaching, and teaching.
- Communicates truth with wisdom and clarity.
- Engages with the world while maintaining strong spiritual values.

Submission Requirements

- Cover letter and experience letter, including videos of preaching
- Resume
- Transcripts
- Letters of recommendation - minimum 1
- References - at least 3

Evaluation

The Senior Pastor will report to and be evaluated by the elders. The job description will be revisited and updated annually in line with the performance evaluation cycle to ensure it accurately reflects the position's responsibilities and requirements.

Submit Resume and Application to hireing@msfchurch.com

