SENIOR PASTOR POSITION PROFILE

Community Bible Church
1516 N. Harrison
Pierre, SD 57501

www.cbcpierre.org
Senior Pastor Strengths Statement

Strengths We Are Looking For:

- A pastor who is committed to Word-centered, expository preaching with a heart for biblically faithful ministry, sound doctrine, and wise, text-driven application.

- A pastor whose theology embraces the following doctrinal distinctives:
  - The sufficiency and inerrancy of Scripture
  - The sovereignty of God in saving sinners
  - God’s desire to be glorified by all people is deserved, and our ability to experience true happiness cannot be separated from glorifying God
  - The complementarian view of gender roles in the home and church
  - The necessity of the work of the Holy Spirit for life and ministry
  - Baptism of the believer by immersion

- A pastor who possesses and demonstrates a biblical understanding of the gospel, conversion, and evangelism.

- A pastor who will lead the congregation into a biblical understanding of church membership and help members understand their role in the local church.

- A man of prayer who leads the congregation, staff, and church leadership to seek the Lord through prayer.

- A pastor that is personally involved in discipling and raising up leaders who disciple others.

- A pastor who partners with the elders, pastoral team, deacons, and other church leaders to provide pastoral care to the body.

- A pastor who demonstrates a clear commitment to personal evangelism, missions, and proactively identifies opportunities for evangelism in the local community.

- A pastor with vision to lead and mentor pastoral staff and lay leaders.
**Senior Pastor Job Description**

**Reports to:** Board of Elders  
**Reporting to this position:** All Pastoral and Ministry Support Staff

**RESPONSIBILITIES AND QUALIFICATIONS**

The Senior Pastor will be a man called of God and set apart to the gospel ministry, reformed in soteriology, in accordance with our doctrinal statement, and committed to living and serving in a manner consistent with the standards set forth in Scripture for such a leader. The Senior Pastor must be a man who exemplifies a godly character, is compassionate in recognizing and meeting the needs of others, and demonstrates a high level of competence in shepherding a church.

- The Senior Pastor will be called by the Holy Spirit and confirmed by a body of believers through ordination. (Acts 20:28; Titus 1:5; 1 Timothy 3:1)
- The Senior Pastor will equip, educate, and edify the church as mandated in Ephesians 4:11-13.
- The Senior Pastor will lead and serve in accord with the expectations set forth in 1 Peter 5:1-3 and Hebrews 13:17.
- The Senior Pastor will exercise biblical authority and carry out a Christian witness and as directed in 2 Timothy 4:1-5.
- The Senior Pastor will be qualified to minister in the church as required in 1 Timothy 3:1-7 and Titus 1:5-9.

The responsibilities of the Senior Pastor may be outlined in terms of his primary biblical roles as follows:

- **Elder/Overseer:** serves as the lead vocational elder and in cooperation with the board of elders, serves as the primary vision caster of the church (cf. Acts 20:28; Philippians 1:1; 1 Timothy 3:1-7; Titus 1:5-9; 1 Peter 5:1-4).
- **Evangelist:** models the practice of personal evangelism and ensures that the church is challenged and equipped to be obedient to the Great Commission (cf. 2 Timothy 4:5; Matthew 28:19).
- **Shepherd:** models the heart of the Chief Shepherd and ensures that the church is well-led, cared for, and protected (cf. Acts 20:28; 1 Peter 5:1-4).
- **Preacher/Teacher:** the principal communicator of God’s Word in public worship (cf. Acts 6:4; 2 Timothy 4:1-4; Titus 1:9).
- **Equipper:** partners with other leaders to empower and equip maturing members for significant service and ministry by discovering, developing, and using their spiritual gifts (cf. Ephesians 4:12; 2 Timothy 2:2).
The Senior Pastor, regarding the ministry of the Word, will:

- Proclaim the Word of God and serve as a teacher of Scripture primarily through expository preaching.
- Spend the necessary time in study and prayer to prepare for weekly worship services, additional Bible studies, prayer meetings, classes, and training.
- Demonstrate the ability to share the gospel with unbelievers and equip others to share the gospel.
- Oversee the corporate worship and prayer of the congregation.
- In cooperation with the board of elders, develop a preaching schedule and plan for sermon series.
- Be responsible with the elders for ensuring doctrinal integrity.

The Senior Pastor, regarding shepherding care, will:

- Oversee meeting the spiritual needs of the congregation.
- Equip believers to serve, to be united in faith across generations, and become mature believers in Christ.
- Oversee pastoral care to those in personal crisis through visitation, counseling, and prayer.
- Appropriately and expediently respond to crisis situations which arise in the congregation.
- Perform weddings, conduct child dedications, and funeral services.
- Oversee the ordinances of the Lord’s Supper and Baptism.
- Be devoted to prayer for the congregation.

The Senior Pastor, regarding administration, will:

- Manage and supervise pastoral staff.
- Serve as a non-voting member of the elder board and work collaboratively with the chairman of the board in leading meetings.
- In cooperation with the elders:
  - Provide general oversight regarding leadership for volunteers in the execution of their responsibilities and their development as leaders.
  - Oversee development of and adherence to church policies and procedures.
  - Coordinate strategic planning and implementation of the church’s vision.

**Education:** Minimum of a Master of Divinity degree or equivalent

**Experience:** At least 5-7 years of experience as a Senior pastor or associate pastor with preaching experience preferred

**Expectations:** This is an intense and demanding position. The Senior Pastor handles detailed, complex concepts and problems, balances multiple tasks simultaneously, and makes appropriately considered decisions. The Senior Pastor is to establish strong and appropriate relationships with the board of elders, board of deacons, staff, church members, and members
of the community. He plans and meets deadlines. The pastor maintains a flexible work schedule to meet the demands of executive management. His hours may be long and irregular.

**Evaluation.** An Elder Board Personnel Team will conduct a semi-annual performance evaluation and review.

**Professional Development Leave.** One week per year which is not counted as vacation leave. Sabbatical leave will be considered after five years of service.

**Salary/Benefits.** The position is a full-time position with an annual salary ranging from $75,000+ dependent upon qualifications of applicant. While the position is salaried, it is expected a typical work week will consist of at least 40 hours. Duties completed outside of Monday through Friday, 8:00 AM to 5:00 PM, count toward hours worked per week. Annual vacation time is two weeks with the same holidays as recognized by South Dakota state government. Unused vacation leave may accumulate up to a total of three weeks per year. Two weeks paid sick leave per year with an additional allowance of up to 40 hours per year for family medical leave. Unused sick leave may accumulate up to a total of three weeks. An additional allowance for emergencies may also be made. Funds for health insurance and housing are included in the overall compensation package and to be allocated at the pastor’s discretion.