

**Senior Pastor  
Job Description  
Dassel Covenant Church**

**Objective:**

The Senior Pastor is to be the visible, visionary, spiritual leader of the congregation, helping to accomplish God's will through preaching, teaching, shepherding, developing leaders, and training while being a living example.

**Qualifications:**

**A. Education:** Preferred Master of Divinity degree or equivalent

**B. Experience:** Lead pastor experience or associate pastor with preaching experience

**C. A follower of Jesus Christ who:**

1. Lives a Godly and Spirit filled life demonstrating spiritual and emotional maturity in accordance with the virtues found in 1 Timothy 3:1-7 and Titus 1:5-9.
2. Shall be in good standing with the ECC Affirmations and the Constitution and By-Laws of the Evangelical Covenant Church of Dassel.
3. Is credentialed by the ECC or is pursuing credentialing.
4. Is resolved to Biblical authority.

**Responsibilities:**

**A. Biblical Preaching and Teaching**

1. Provide Spirit-led preaching from God's Word at worship services.
2. Spend appropriate amount of time in study and prayer to ensure quality in personal spiritual life and the ministries of preaching and teaching. (Acts 6:4)
3. Use creative approaches to connect scriptural principles to people's lives at all levels of spiritual maturity.
4. Responsible for teaching Confirmation and other educational opportunities as they present themselves.

**B. Leadership**

1. Work effectively with Leadership Team and Ministry Teams leading by example including encouraging and edifying others to also serve in the ministry of the church.
2. Develop vision and goals for church in conjunction with Leadership Team and Ministry Teams and lead the church in the fulfillment of its vision.
3. Communicate vision and build church unity by motivating the body to actively support a common purpose and direction.

**C. Training and Development**

1. To supervise, with Leadership Team input, the annual goal setting of each pastoral staff team member in his/her areas of responsibility and to provide regular reviews and an annual review

based upon these mutually agreed ministry and personal development goals.

2. As a servant leader, build a climate of collaboration, accountability, and growth within our church family.
3. To foster a culture to develop, train and mentor lay leaders, staff, and Leadership Team.
4. The pastor will maintain a personal development plan to be shared with the Leadership Team.

#### **D. Discipleship and Evangelism**

1. To promote the ministry of evangelism by personal example and intentional pastoral invitation when appropriate.
2. To train, motivate and participate with the congregation in evangelistic ministry both locally and globally.
3. To lead the congregation into a life of service and prayer in cooperation with the Leadership Team.
4. Model and maintain a culture of discipleship in the congregation.

#### **E. Shepherding**

1. Demonstrates a relational style that is friendly, encouraging, and personable.
2. With the Leadership Team, Ministry Teams, and other staff, be responsible to see that the sick, shut ins, hospitalized and needy are visited and ministered.
3. Be available to counsel and oversee that all church counseling shall be done Biblically, ethically and make referrals to Christian counselors as needed.
4. Be available with the pastoral staff to serve at weddings/premarital counseling, funerals, baptisms, dedications, and communion.

#### **F. Administration**

1. Manages day to day operations of the church, supervises all staff, and is responsible for management of staff performance and employment issues.
2. Foster loving relationship with the church staff.
3. Coordinate all worship services with the Worship Team.
4. Attend all Leadership Team, staff, and congregation meetings.
5. Lead and guide all members of the pastoral staff.
6. Ensure the Church stays current with technology.
7. Maintain church records and submit an annual report to the congregation.

#### **G. Community / Denominational Involvement**

1. To develop relationships with other pastors, churches, and Christian ministries in the community (such as the Ministerium).
2. Participate in the Crow River District, Northwest Conference and National ECC activities.
3. Look for outreach and service opportunities in the community.

#### **H. Accountability:** Leadership Team and Congregation