

HILLCREST COVENANT CHURCH

SENIOR PASTOR JOB DESCRIPTION

Position Summary:

The Senior Pastor of Hillcrest Covenant Church (HCC) is called to proclaim the light of the gospel, shepherd the congregation towards unity and peace, and mentor the staff to encourage and deepen servant leadership skills. Together with the Hillcrest Governance Board (HGB), the Senior Pastor is charged with discerning God's will for HCC at this point in history through prayer and humbly communicating that vision to the congregation through worship, ministry and service.

Key Responsibilities:

Proclaiming the light of the gospel

The Senior Pastor will:

- Be apt at Biblical teaching from the pulpit during public worship after spending time in prayer, discernment, and study.
- Lead services a minimum of 44 weeks of the year.
- Administer the sacraments of communion, baptisms and baby dedications.
- Represent HCC in denominational and community settings.

Shepherding the congregation towards unity and peace

The Senior Pastor is responsible to:

- Discern the needs of the flock, in partnership with the HGB, through observation, personal contact, and staff input.
- Organize the staff and the congregation to meet both the physical and spiritual needs of the body through communication, ministry activities, counseling, benevolence, and servant leadership.
- Communicate regularly with the congregation via email, website, social media, in person and congregational meetings.
- Officiate at weddings and conduct funerals and ensure that related counseling is done.
- Work with the staff to restore and strengthen relationships within the body.

August 26, 2020

Mentoring the staff to encourage and deepen servant leadership skills

The Senior Pastor is responsible to:

- Lead, train, develop, support, encourage and hold accountable the ministry staff.
- Plan, schedule and lead regular Staff Leadership Team meetings. The Staff Leadership Team currently consists of the Senior Pastor and six direct reports.
- Conduct annual performance reviews for ministry staff.

Discerning God's will for HCC at this point in history

Together with the Hillcrest Governance Board (HGB), the Senior Pastor is responsible to:

- Define and Implement the strategic goals, visions, plans, and timetables which guide our ministry.
- Participate as a member of the HGB.
- Provide regular updates on activities and direction for the church to the HGB.
- Participate, in partnership with the HGB and appropriate search committees, in the call of new ministry staff.