



## SENIOR/LEAD PASTOR JOB DESCRIPTION

We are seeking a person whose love for Jesus has led them to surrender their heart, mind, body and soul to Him as they lead others within the church. We know that it is important for this person to be sure they have been called by God to pastor because we also know it is tough to lead the Body of Christ and it takes this assurance of call to continue to live into the brokenness of true community. We place a high value on emotional maturity. Our hope is that our next pastor centers their life first and foremost on an intimate relationship with God, second on a healthy relationship with their spouse and children (if married with kids) and third on living into authentic, honest, humble and devoted leadership to the Body of Christ at Hope. We are seeking someone who loves God's word and is committed to teaching and living the truth of Scripture in a bold way. Finally, we desire our new leader to be committed to racial, gender and economic righteousness willing to celebrate the cultural diversity of our community.

We do not expect our next senior pastor to take on completing the following ministry responsibilities by themselves, but we do desire a leader who will embrace a vision for our life together and who will lead and empower both staff and lay leadership to serve and support this vision in God honoring ways.

### **WORD AND SACRAMENT**

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The Senior/Lead Pastor will:

- Be the primary preacher for the church, competently teaching God's word through sound doctrine with relevance, authenticity and a focus on applying the truth of scripture to daily life.
- Be an effective communicator, a clear and articulate speaker who can be easily understood by our diverse community.
- Be faithful to careful, exegetical sermon preparation committing at least 15 hours per week to this effort.
- Participate in at least 75% of Sunday worship and special services, preaching most but not all of these times.
- Lead our preaching team in determining topics/books of the bible and assisting in the planning, preparation and evaluation of team member sermons.
- Administer the Sacraments of Baptism, and Communion according to the practices of the ECC.

## **SHEPHERDING**

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The Senior/Lead Pastor will:

- Effectively communicate the vision of the church.
- Be involved in the pastoral care of individuals, couples and families personally and through the oversight of a pastoral care ministry that provides access for individuals and families to receive nurture and care for their spiritual, emotional and physical needs.
- Be committed to creating space for healing to unfold within the church and willing to participate in the healing ministries of the church.
- Be a person of daily prayer who will provide discipleship in prayer to others individually and corporately.
- Cultivate the spiritual gifts within the body.
- Shepherd the bereavement ministry and funeral services of the church.

## **LEADERSHIP DEVELOPMENT**

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The Senior/Lead Pastor will:

- Nurture the mental, spiritual and emotional health of staff, deacons and lay leadership of the church.
- Equip, encourage, empower and launch ministry leaders in concert with the Executive Pastor.
- Embrace a team approach that strengthens collaboration and team building amongst staff, leadership and ministries.
- Serve as an ex-officio member of the deacon board.
- Work with deacons to establish budget goals and measurable objectives for all ministry staff and volunteers in keeping with the mission and vision of the church.

## **ACCOUNTABILITY AND SELF CARE**

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The Senior/Lead Pastor will:

- Attend well to their spiritual, emotional and physical well-being and family responsibilities.
- Participate in weekly Sabbath rest, seasonal renewal and continuing education activities.
- Be expected to work 40-50 hours a week.
- Participate in an annual job review with the deacon board.
- Participate in a quarterly review with the deacon board on pastoral time management.

## **DENOMINATIONAL AFFILIATION**

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The Senior/Lead Pastor will:

- Hold to the doctrinal position of the ECC with regards to Christian orthodoxy, gender equality, racial righteousness, ministering to LGBTQ individuals, the definition of marriage and the sanctity of life.
- Hold a master's degree from an accredited seminary and be ordained to Word and Sacrament within the ECC. If the pastor does not hold a seminary degree or is not permanently credentialed with the ECC, he/she must be willing to pursue the above degree and enter into the ordination process with the ECC.
- Support the ministry objectives of the ECC and Great Lakes Conference.

## **GENERAL SKILLS**

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The Senior/Lead Pastor will:

- Be appropriately transparent with the many, intimately transparent with the few and willing to accept input from those whom she/he leads.
- Be emotionally mature in interpersonal relations with strong problem solving, conflict resolution and listening skills.
- Have strong oral and written communication skills.
- Have an ability to build partnerships in mission and ministry.
- Have effective time management skills.
- Be able to work with culturally diverse people and groups.

**SEND YOUR RESUME TO: [searchteam@hopedetroit.org](mailto:searchteam@hopedetroit.org)**