

Attachment 3: Senior Pastor Position Description

Gashland Evangelical Presbyterian Church (GEPC) Job Description

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| Job Title: | Teaching Elder and Senior Pastor |
| Employment Type | Full Time Staff |
| Length of Assignment | Indefinite |

Pastoral Ministry Duties & Responsibilities

(Summarized from EPC Book of Order: Chapter 9-5.2)

- To provide pastoral, shepherding, and strategic leadership to Gashland Evangelical Presbyterian Church.
- Preach and expound the Word of God.
- Oversee the corporate worship of the church to ensure that it remains God-focused, scriptural, and edifying.
- Lead the congregation in the celebration of the sacraments.
- Oversee the education, nurture, and mission of the church.
- Along with the Ruling Elders, exercise joint ministry to the needs of the flock.
- Along with the Ruling Elders, provide pastoral care for those who are ill, hospitalized, shut-in, or otherwise in need of spiritual support.
- Minister to those who have need of a Pastor's care, love, and compassion, including performing weddings and officiating funerals for church members.
- Along with the Ruling Elders, exercise the joint responsibility of jurisdiction.

Teaching Elders recognize they cannot oversee Christ's church without Christ's help. Therefore, they commit to a daily devotional practice of worship, prayer, and Bible study as they seek the wisdom and will of God, the heart and mind of Christ, and guidance of the Holy Spirit in shepherding and governing the church.

Administrative Ministry Duties & Responsibilities

- Supervise the GEPC Staff with weekly staff meetings and communication with staff.
- Evaluate staff and provide constructive feedback.
- Encourage staff in their ministries through prayer, mentoring, and discipleship.
- Make recommendations to the Session regarding staffing needs and/or concerns.
- Moderate and be a voting member of the Session (BoO Chapter 18-2.A.1)
- Oversee the programs of GEPC along with staff and volunteers.

Minimum Qualifications

- Attests to the EPC Essentials of Our Faith (EPC Book of Order page ix and <https://epc.org/about/beliefs/>)
- 6+ years in a reformed church ministry
- Master of Divinity (M.Div.) Degree
- Other requirements as designated by the EPC. (<https://epc.org/ministerialvocation/ordinationqualifications/>)

CONTEXT: Biblical Passages for consideration

- I Timothy 3:1-7
- Titus 1:5-9
- I Peter 5:1-4
- II Corinthians 4:5
- Hebrews 13:7, 17

Success Factors

- Rightly interpreting and teaching from the Word.
- Providing leadership to Session and Ministry Teams.
- Mobilizing fruitful laborers for new harvest work.
- Discipling others to multiply leaders to expand the mission of Christ and kingdom of God.
- Anticipating problems and seeking to solve them proactively.
- Maintaining a positive atmosphere that enhances team morale and resolves conflicts quickly, humbly, and with unity in mind.
- Exercising good judgment in daily decisions that is consistent with biblical principles and honors the Lord.

Reports to:

- GEPC Session
- EPC Mid-America Presbytery

Responsible for:

- Associate Pastor
- Director of Students & Missions
- Worship & Media Director
- Office Administrator
- Director of Children's Ministries
- Little Lambs Director (Nursery)
- Traditional Worship Director
- Organist/Pianist
- Facilities Manager (2)

Compensation & Benefits:

Salary Range: \$85,000 - \$95,000

(Including Housing Allowance and Base Salary)

Factoring years-of-experience and education levels.

Other Benefits: Details are outlined in the Church Information Form

- Social Security Contribution
- Auto Allowance
- Professional Allowance, Continuing Education, Book Allowance
- Medical, Dental, Life, LTD
- Pension Contribution
- Hospitality Fund
- Vacation
- Sabbatical Leave

Total Compensation / Benefits Package: \$136,000 - \$152,900