

FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST, EUGENE, OR

Senior Pastor Job Description

Title: Senior Pastor

Purpose: Responsible for guiding the spiritual welfare of a complex and diverse progressive Christian open and affirming congregation that is committed to blended worship; serves as senior executive officer of the church.

Key Responsibilities:

Spiritual Leadership

1. **Worship and Preaching:** Is a consistently effective preacher and creative worship leader; inspires from the pulpit and classroom; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through inspired worship leadership presence.
2. **Vision and Strategy:** Sees the vision of the congregation clearly and is able to communicate it; can anticipate future consequences and trends accurately; is future oriented; sees possibility; able to bring in new ideas and methods, lead any necessary change process successfully, and anchor the change in the congregation's culture.
3. **Teaching:** Understands the need for culturally relevant teaching that has integrity and speaks to the heart of believers and seekers.
4. **Pastoral Care:** Provides a tone-setting caring presence; understands the need for compassionate support for church members in need; provides an extravagant welcome to visitors.
5. **Spiritual Formation:** Nurtures spiritual formation for church members and provides for members to know God in a deep and meaningful way through traditional practices such as prayer, Bible study, small groups and discernment of spiritual gifts.
6. **Prophetic Outreach:** Provides leadership and knows how to support and organize others for those aspects of ministry that extend the United Church of Christ commitment to justice, peace, and interdependence beyond the congregation and into the community.

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Administrative Leadership:

1. **Organizational Agility/Governance:** Astute about how congregations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation.
2. **Administration:** Sustains program and staff performance cycles through goal setting, review, and coaching; supervises staff so as to maximize staff effectiveness; models and enables a professional and high standard of administration; delegates appropriately.
3. **Collaboration and Lay Leadership Development:** Has a natural orientation toward getting people to work together; able to identify, develop and support lay leaders; serves as leadership coach to encourage members and elected leaders of the church to develop and execute their own leadership gifts.
4. **Stewardship:** Understands basic stewardship principles, appreciates the value of stewardship promotion, personally plays a role in enabling stewardship to happen and serves as a model of a good steward.
5. **Conflict Management:** Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions; believes that conflict, if managed skillfully, can be energizing and can lead to highly creative moments in the life of a church.
6. **Technology Navigation:** Leverages current information technologies by understanding media tools as resources to enhance communication, pastoral care, evangelism, teaching, and worship.
7. **United Church of Christ Commitment:** Affirms and continues to strengthen the church's covenantal relationship with the United Church of Christ and the Central Pacific Conference.

Personal and Professional Growth

1. **Life Long Learning:** Knowledgeable in approaches to learning; uses experiences as potential tools for ministry.
2. **Balance:** Able to maintain personal, professional, and spiritual balance to keep emotionally and spiritually fit.
3. **Ethics:** Possesses a Christian vision of integrity that entails living in accordance with personal convictions that are based on an understanding of God's purposes for creation and humankind.

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Qualifications:

Professional: Master of Divinity Degree; ordination within the United Church of Christ (UCC).

Experience: Five years ministerial experience in a congregation of more than 350 members, preferably including direct staff supervision.

Supervises:

Two Associate Pastors, Director of Music Ministries, Administrative Assistant, part-time Bookkeeper, and part-time Building Manager

Reports to: The Church Board of Directors