



# OASIS CHURCH

## Oasis Church Senior Pastor Job Description

JOB TITLE: Senior Pastor

HOURS: Full-Time/Salaried/Pastoral Staff

REPORTS TO: Church Council

### OBJECTIVE

Seek to understand God's vision for the church and effectively communicate this vision to the congregation. The pastor will lead and direct the preaching/teaching ministry, ensuring that a biblically-based, message of significance is delivered with passion and excellence. Work with current staff in planning and execution of weekly services and other programs. Act as leader and shepherd under the supervision of the church council.

### QUALIFICATIONS

#### SPIRITUAL

- A deep, personal relationship with Jesus Christ evidenced in daily life and exhibiting character qualities outlined in 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter: 5:1-4.
- Exhibits personal qualities that are of the highest integrity and unquestionable honesty.
- Earnestly seeks God's will above all other possible motivations.
- Excellent communicator; visionary in leadership including supervision and mentoring of staff.
- Endorses and supports the pastoral staff and effectively communicates and executes the mission of Oasis Church.
- Possesses a spirit of cooperation and fellowship within the church body. Shows self-awareness and humility in seeking advice from others when appropriate.
- Demonstrates a passionate, heartfelt love for people with a Christ-like concern for their spiritual, physical, mental, and emotional well-being. Through empowering of the Holy Spirit, seeks to make and develop disciples of Jesus Christ who love God and serve people.
- Exhibits Christ's love by developing positive and encouraging relationships within the church body.

### QUALIFICATIONS

#### Leadership

- Collaborator. The ability to authentically, effectively, and enthusiastically advance and implement the ideas of others.
- Strategic Enabler. The ability to build up and expand the work of the church and craft the necessary leadership structures for the growth and effectiveness of its ministry.
- High Emotional Quotient. Approachable and effective, working with others with great love, maturity, humbleness, and transparency, including the giftedness needed to draw people beyond their spiritual comfort zone and an awareness of and ability to engage with different cultures.
- Under direction of church council, commit to a weekly schedule that may include both remote work and office hours.

## REQUIREMENTS

- Seeking or willing to seek Masters-level or higher degree from a respected evangelical seminary. Masters of Divinity preferred.
- Credentialed through Converge or willing to seek ordination within the first two years of employment.
- Experience in pastoral ministry, preferably in roles that involved preaching and supervision of multiple staff.
- Agree with Oasis Church statement of Faith and Church Constitution and By Laws.
- Become a constitutional member and be committed to ministry at Oasis Church.
- Pass a criminal record background check.

## RESPONSIBILITIES

- **PREACHING:** Value the importance of the weekly sermon. Seek to discern God's message for the congregation and spend significant time and effort using professional skills to develop and deliver that message to the best of one's ability. Employ a variety of expository and topical preaching methods. Communicate with love, wisdom, and conviction the truth of the Gospel and illuminating the Word of God.
- **SERVICE PLANNING:** Coordinate with worship leader in planning and execution of weekly services.
- **VISION-CASTING:** Seek God's direction and develop His vision for our church in a way that maximizes the gifts and resources available. Seek to find new ways and additional resources to accomplish God's plan for our church.
- **STAFF LEADERSHIP:** Develop and manage a professional pastoral staff for successful ministry. Serve as direct supervisor for support staff. Provide ongoing leadership development and spiritual oversight of church staff. Be personally involved in selection, supervision, goal-setting, and evaluation of staff members as needed. This will include both paid and volunteer positions (Directors, Office Staff, Worship Leaders, Family Ministry and custodians.)
- **COOPERATION:** Exhibit strong diplomatic skills and lead within the context of a congregational style of church governance and be accountable to the church council. Be an excellent recruiter of gifted leaders and a strong encourager to all. Work to accomplish a vision for the church with respect for and in cooperation with lay leaders and committees.
- **CONGREGATIONAL LEADERSHIP:** Exhibit a passion for ministry. Lead by example. Work shoulder-to-shoulder with lay leaders and volunteers in the ministries of the church.
- **RELATIONAL:** Work with and relate to staff, church council, lay leaders, volunteers and the congregation as a whole. Show evidence of love for people in the congregation while reaching out, developing relationships, and have compassion for the triumphs and problems in their lives.
- **PRAYER:** Seek and promote prayer as a priority, both personally and in the life of the church.
- **EVALUATION/DEVELOPMENT:** Continually evaluate effectiveness of programs and propose creative ideas for improvement. Offer overall vision to develop and grow ministry. Spend time in personal study in order to expand relevant knowledge and keep current with latest trends in ministry.
- **BUDGET:** Participate in the planning of the church budget in cooperation with the church council in preparation for congregational approval.

## COMPENSATION AND BENEFITS

Semi-monthly compensation and benefits eligibility in accordance with prior education and experience appropriate for full time senior pastor position. Benefits to include vacation and sabbatical as agreed to with leadership.