Job Description: Senior Pastor

Classification: Full-Time, Exempt
Benefits: As described in the Employee Handbook: Health or Stipend, Retirement plus Matching, Book and Education Fund, PTO
Reports To: Elder Board
Works With: Elder Board and all staff

Purpose:
The Senior Pastor of Trail Christian Fellowship (TCF) is called to **shepherd and steward God's people by inspiring and guiding the vision, culture, and ministry of the church in alignment with our mission: *Helping People to Think and Live Like Jesus*** (Romans 12:2; Ephesians 4:11–13). He accomplishes this through Christlike leadership, expository teaching, pastoral care, and equipping staff and lay leaders to carry out the work of the ministry.

Leadership Values

- **Model Christlikeness:** Demonstrates grace and humility, prayerfulness, and godly character in both public and private life and in peace and conflict (1 Peter 5:2–3).
- **Shepherd the Saints:** Cultivate the unity of the Spirit and the spiritual maturity of the congregation in accordance with Scripture and the governing documents of TCF.
- **Develop Organizational Vision & Mission:** Leads the mission, vision, strategy, and outreach of TCF so that people live as disciples of Jesus Christ (Matthew 28:18–20).
- **Disciple Leaders:** Champions transformation and discipleship of pastoral staff and lay leaders (2 Timothy 2:2).
- **Communicate Clearly:** Practices clear, candid, timely, and grace-filled communication with staff, elders, and congregation.
- **Education:** Values ongoing education for self and staff.

Key Responsibilities:

1. Teach God's Word

- Effectively exposit and apply the Scriptures in weekly worship services (2 Timothy 4:2) that are Christ-centered, gospel-oriented, and biblically true.
- Provide biblical teaching in discipleship contexts such as Men's Breakfast, retreats, seminars, and devotionals as requested.

2. Lead and Shepherd Pastoral Staff

- Meet regularly with and lead pastoral staff, providing professional guidance, encouragement, and accountability.
- Promote best practices and foster spiritual growth, unity, and excellence in ministry leaders.
- Oversee weekly pastoral and staff meetings.

3. Oversee the Ministries of TCF

- Oversee key ministry areas through the development of leaders across global missions; local outreach; community life; worship & media; and men's, women's, children's, and youth ministries.
- Ensure all ministries remain biblically faithful and aligned with the mission of: *Helping people think and live like Jesus.*

4. Conduct Pastoral Ministries

- Develop leaders for and participate in baptisms, weddings, funerals, communion, and dedications.
- Provide pastoral counsel, prayer, spiritual direction, and crisis intervention as needed.

5. Pursue Ongoing Growth

- Cultivate a culture of ongoing growth of pastors and staff personnel.
- Commit to ongoing theological study, pastoral education, and personal development (2 Timothy 2:15).
- Ensure institutions or associations engaged with are aligned with TCF's doctrinal commitments.

6. Represent TCF Locally and Globally

- Serve as the primary representative of TCF in the community and the greater body of Christ (2 Corinthians 5:20).
- Develop increased presence of the Gospel in the Upper Rogue community.
- At his discretion and the Board's approval:
    - Teach in other venues such as Bible colleges, schools, or partner organizations when appropriate.
    - Provide leadership on organizational boards whose mission aligns with TCF.

Organizational Relationships:

- **Accountability:** Accountable to the Elder Board for his moral Character (Titus 1 and 1 Timothy 3) and the faithful discharge of responsibilities, with accountability maintained through regular and special meetings.
- **Board/Committee Relationships:** Holds the power of address and serves as an ex officio member of all boards and committees. Functions as a voting member of the Elder Board.
- **Staff Relationship:** Oversees and develops staff, ensuring ministries are unified, Christ-centered, and fruitful.

Qualifications:

- Required:
    - Demonstrates a life of prayer, grace, humility, sound doctrine, gospel conviction, and proven integrity (1 Timothy 3:1–7; Titus 1:6–9).
    - Ordained minister of good reputation.
    - Adhere to principal documents: Mission Statement, Doctrinal Statement, and Governing Documents of TCF.
    - Models a healthy balance of ministry, family, and personal life.
    - Bachelor of Biblical Studies with a plan towards an advanced degree.
    - Gifted communicator able to connect across multiple generations.
    - Strong leadership and conflict resolution skills, marked by humility and grace.
- Desired:
    - Master of Divinity (or equivalent) from an accredited evangelical seminary.
    - Committed to kingdom collaboration with other churches and ministries.
    - Demonstrated experience in leading a growing, multi-staff church.