

Senior Pastor

Status:	Staff – Salaried position
FT:	Full Time, 40+ hours per week
Manager:	Member of and accountable to the Tennessee Valley Presbytery; under the oversight of the Session of North Shore Fellowship (NSF)

NORTH SHORE FELLOWSHIP VISION AND MISSION STATEMENT

Vision Statement: “Magnify God’s Glory” as we

Mission Statement: Gather for Worship, Grow in Community, Go on Mission, and Gather More People to Jesus

At NSF we exist to glorify and enjoy God by gathering in worship and fellowship, growing in grace and Christ-likeness, and going on mission in our community and the world to bear witness to Christ and his gospel.

JOB SUMMARY

The Senior Pastor provides spiritual, theological, and visionary leadership for both staff and congregation in partnership with the Session. He leads and sets the church’s direction and ministry priorities in alignment with Scripture, the standards of the Presbyterian Church in America, and the mission and vision of North Shore Fellowship.

As Senior Pastor, he shepherds leaders and equips disciplers, cultivating structures that foster meaningful community within a growing congregation. He will strengthen pathways for discipleship, fellowship groups, and community so that NSF continues to experience the relational depth of a smaller church while stewarding the resources and opportunities of a larger congregation.

The Senior Pastor must meet the biblical qualifications for elders (1 Timothy 3:1–7; Titus 1:5–9) and the requirements of the PCA Book of Church Order (BCO 16, 17, 20, 21, 22). He should be comfortable engaging both Christians and non-Christians in our community.

CORE RESPONSIBILITIES

Preaching & Worship Leadership

- Serve as primary preacher, while sharing the pulpit with the other pastors approximately 50% - 60% of Sundays.
- Oversee sermon planning, preaching calendar, and liturgical direction in collaboration with pastoral and worship staff.

- Ensure that corporate worship reflects theological depth, pastoral warmth, and faithful practice of the ordinary means of grace, including baptism and the Lord's Supper.
- Continues to support established worship patterns and cultivates a close working relationship with the Worship and Music Director in planning liturgies.

Discipleship, Shepherding, & Leadership Development

- Serve as primary lead for officer training and participate in teaching environments such as (but not exclusive to) Sunday School, membership classes, Men's and Women's Bible studies, and leadership development settings.
- Train and disciple pastors, staff, and lay leaders across generations with the goal of multiplication and maturity.
- Strengthen and build systems that equip members for meaningful participation in discipleship, fellowship groups, and ministry life.
- Model relational accessibility and pastoral attentiveness while setting an example for boundary setting and work-life balance.
- Shepherd the congregation (alongside the pastors and elders) through faithful pastoral care, including visitation, counseling, and prayer.
- Care for the suffering and afflicted with biblical counsel, prayer, and compassionate pastoral presence, walking with individuals and families through seasons of hardship, uncertainty, and need.
- Attend with pastoral sensitivity to the more weak and vulnerable among us (including children, the elderly, and the disabled), ensuring they are welcomed, seen, and shepherded within the life of the congregation.

Strategic Leadership & Staff Oversight

- Collaborate with the Executive Pastor to ensure supervision, effective alignment of non-ordained staff, ministries, and resources with the church's mission and vision.
- Provide theological direction and spiritual oversight for all ministries.
- Cultivate unity, clarity, and shared purpose among staff and leaders.
- In coordination with the Executive Committee of the Session, ensure the oversight and leadership of the other pastors.

Session Partnership

- Ensure, with the assistance of the Executive Pastor, the Session is properly moderated.
- Provide pastoral insight, theological guidance, and strategic leadership in Session deliberations.
- Shepherd the pastoral staff, the Session, and other leaders in the church body.
- Work alongside pastoral staff and ruling elders so that each member is known by at least one pastor and one ruling elder to ensure they are cared for and spiritually nurtured.
- Continue to nurture the strong, organic relational culture of NSF while helping members find clear pathways into deeper involvement in the life of the church.

SECONDARY RESPONSIBILITIES

- Maintain necessary correspondence and communication appropriate to the office of Senior Pastor.
- Participate in the work of Tennessee Valley Presbytery as time allows.
- Participate in special services and churchwide events as time allows.
- Initiate or support ministry initiatives that advance the church's mission and vision in collaboration with the Session. Over time, evaluate existing initiatives for effectiveness and alignment with the mission of this church.
- Encourage relationships with outreach partners and cultivate congregational engagement in local and global missions.
- Assist the church in wisely stewarding its facilities for current and future needs.

QUALIFICATIONS & SKILLS

Required:

- A personal, active, and growing relationship with Jesus Christ evidenced by a life above reproach and marked by the fruit of the Spirit.
- Meets biblical and denominational qualifications for ordained ministry in the PCA.
- Prior experience serving as a Senior Pastor or Lead Pastor in a PCA congregation or another Reformed, confessional church.
- Committed to the Reformed expression of the Christian faith and affirms the system of doctrine contained in the Westminster Confession of Faith and Shorter and Larger Catechism.
- Has obtained a Master of Divinity degree (preferably from a Reformed, or at least evangelical, seminary).
- Strong alignment with the theology, values, mission, and ministry culture of North Shore Fellowship.
- Demonstrated ability to consistently preach Christ-centered, biblically faithful, expository sermons that are clear, engaging, and relevant to everyday life.
- Strong interpersonal, leadership, and communication skills. Communicates directly, graciously, and candidly with staff and leaders, pursuing unity and clarity.
- A clear sense of God's call to sustained, long-term pastoral ministry at NSF.
- Demonstrated ability to collaborate, delegate, and lead alongside pastors, staff, and elders.
- Organizational strength and capacity to manage multiple responsibilities effectively.
- Teachable spirit and willingness to receive constructive feedback.
- Emotional and cultural intelligence and relational awareness suited to a multi-generational congregation.
- Reasonable competency in writing and current technologies.

- A healthy sense of humor.

Desired:

- Ten or more years of demonstrated pastoral leadership experience in a PCA congregation or another Reformed, confessional church, with responsibility for organizational and spiritual leadership, vision-setting, and the oversight, management, and/or mentorship of paid staff.
- Ability to recruit, equip, and encourage volunteers and ministry leaders.
- Understand his specific spiritual giftedness and how he plans to use that in the ministry of Northshore Fellowship.

WORKING CONDITIONS

- Hybrid schedule including some regular office hours, evenings and weekends as ministry requires.
- Attends weekly staff, pastor, preaching, and prayer meetings.
- Available for urgent pastoral needs while delegating appropriately to protect healthy rhythms of rest and Sabbath.