



**Heritage United Church of Christ
3106 Liberty Heights Avenue
Baltimore, Maryland 21215**

**Senior Pastor
Position Description**

Our Vision

Transforming Lives through Reaching, Redeeming, and Rekindling Bold and Faithful Servants for Christ.

Our Mission is to ...

- Witness to the Gospel for the purpose of winning souls for Christ.
- Preach and teach the Gospel of Jesus Christ.
- Train and equip people for ministry by bringing them into an understanding of God's plan and purpose for their lives.
- Seek and promote justice and peace in our community and the world.
- Worship in creative and dynamic ways.
- Be a diverse and inclusive church.

Responsibilities:

1. The Senior Pastor shall seek to enlist persons as followers of Christ, preach the Gospel, administer the sacraments, and have under his/her care all services of public worship; administer the activities of the church in cooperation with the various ministries, boards, committees, and organizations; and perform all such duties as belong to the Pastoral Office in the United Church of Christ.
2. The Senior Pastor shall participate in the various functions of the Chesapeake Association and Central Atlantic Conference.
3. The Senior Pastor shall have a clear testimony of faith in Jesus Christ.
4. The Senior Pastor shall have charge of the spiritual welfare of the Church.
5. The Senior Pastor shall be a consistent spiritual and moral character and lifestyle, complying with the Bylaws of Heritage United Church of Christ and the biblical leadership qualifications of an overseer.
6. The Senior Pastor is in agreement with the doctrinal statement of the United Church of Christ.
7. The Senior Pastor shall have the desire to remain in a long term ministry at Heritage United Church of Christ.
8. The Senior Pastor shall have a history of faithful ministry experience.
9. The Senior Pastor shall be ordained or eligible to be ordained based on the United Church of Christ Guidelines.
10. The Senior Pastor shall spread the Good News through word and deed to all on behalf of this church and continue to challenge the membership to do likewise.
11. The Senior Pastor is an ex-officio member of all ministries, boards, committees, and organizations within the church.

12. The Senior Pastor shall be responsible for supervising and evaluating all professional and administrative staff. He/She has sole authority in matters relating to hiring and retention of staff.

Worship

1. To preach and teach the Word of God and administer the Sacraments to the congregation weekly.
2. To plan and lead worship in conjunction with the doctrines of the United Church of Christ.
3. To officiate at special services such as weddings, funerals, and other spiritual events for the church.
4. To work with the associate and assistant pastors and the minister of music to develop and maintain a worship service that is inclusive and integrates the scriptures.
5. To provide worship services that focus on the youth of the church to engage them in understanding the Word of God.

Stewardship

1. To work with the Trustees Board to promote, educate, and advocate responsible biblical stewardship in the congregation.
2. To assist the Church Council and Trustee Board with financial matters of the congregation.
3. To oversee and promote congregational benevolence and mission through ongoing synodical support and by meeting community needs as they arise.

Administration

1. To oversee the administration and management of all areas of the congregation's ministry in consultation with the Church Council and appropriate boards.
2. To support and assist the Associate and Assistant Pastors and staff who have responsibility in the ministries of education, youth, social justice, pastoral care, fellowship, health, and older adults.
3. To support, supervise, manage and evaluate, in conjunction with the Personnel Committee and Church Council, and the staff. Participate in the screening and hiring of non-ordained staff and calling of ordained staff. To build a sense of team work among church staff and hold regular staff meetings to coordinate the ministries of the church and facilitate communication in conjunction with the Bylaws of the church.
4. To work with the Trustees Board and the Property Managers to ensure that the facilities of the church are functional and in good repair.
5. To serve as the staff representative to the appropriate church ministries.

Outreach

1. To work with enhancing the church outreach to the community.
2. To direct the assimilation of new members into the life of the congregation in conjunction with the boards, committees, and ministries of the congregation.
3. To encourage all organizations and ministries of the church to carry out their work with an emphasis on welcoming others to participate in the mission work of Christ.

General Pastoral Responsibilities

1. To provide pastoral care by assisting the Associate and Assistant Pastors, and in conjunction with other staff, boards committees, and member caregivers through visitation.
2. To make appropriate referrals when necessary and quickly respond to crises which arise in the congregation.
3. To assist the Associate and Assistant Pastors in teaching children, youth, and adults in the Christian education program.

Working Conditions

The position of Senior Pastor requires great flexibility in hours available for work, including evenings and weekends. The Senior Pastor is required to have regular office hours to be accessible to members of the congregation and to communicate with the church staff.

Applicant must meet all position description requirements. Submit a cover letter and resume to the following email address: seniorpastorsearch34@gmail.com on or before the initial review date of January 31, 2019. Refer all questions to the email address. Salary is negotiable.