GCPC Senior Pastor Job Description

Corporate Worship: The pastor will be responsible for proclaiming prophetically the word of God and administering the sacraments to inspire spiritual and intellectual growth through creative worship experiences. We seek compelling preaching that encourages us to move in new directions, along with opportunities for smaller group Bible study.

Administrative Leadership: The senior pastor will guide and inspire staff (Two Associate Pastors, one Music Director, one Children’s Ministries Director, and two administrative staff). S/he will guide and work with our fifteen member Session, seven Deacons, and committee chairs to empower and train our congregation in the ministry of the church. The task is to balance effectively the tension between staying focused on our mission, and being a “yes” congregation. Through this leadership, the senior pastor will foster a safe environment for honest communication, conflict management, and inter-community exchanges and action.

Pastoral Care: Along with lay leaders, the pastor will seek to cultivate relationships that are mutually enriching. We are a healthy congregation, but require a growing awareness of the individual needs and spiritual journeys of all church members. The pastor will work to maintain personal boundaries, while also investing in the spiritual growth of our members.

Communications and Community Service: The pastor is expected to be a communicator and innovator, a leader in the local and regional community, organizing individuals and groups in prayer and action as needed.

Here is the Senior Pastor Job Description from the GCPC Personnel Committee (adopted July 2013)

1. Head of Staff: including recruitment, oversight and nurture of staff team, coaching for performance, priorities and focus, and assessing deployment of staff resources;
2. Moderator of Session: establish healthy practices and structures, support elders to be spiritual leaders of the congregation, and lead them to discern the strategic needs of the congregation, present and future;
3. Preach approximately 2/3 of the Sundays annually, committing the time and attention necessary for study and preparation;
4. Lead worship along with other staff colleagues and coordinate all elements of the worship service,
5. Be a principal teacher for the congregation in adult education and, when practical, other ages;
6. Along with the associate pastor, attend to the pastoral care needs of the congregation, making referrals as appropriate, and maintaining healthy boundaries in pastoral role and practice;
7. Be a thought leader for the strategic role of the church’s ministry and mission within the congregation and in the community;
8. Help members of the congregation grow spiritually;
9. Undertake operational oversight and responsibility for church policies, coordinating among staff, Session, and committees;
10. Ensure stewardship efforts of time, focus, and resources are effective and timely;
11. Devote time and attention to the governing bodies of the denomination and to community needs;
12. Remain current with trends, challenges, and insights around the conversation of being a 21st century church

789 Merrimon Avenue • Asheville NC 28804 • 828.253.3274
Pastor.Search@gpcusa.org • www.gpcusa.org