

GRACE BIBLE CHURCH

JOB DESCRIPTION: SENIOR PASTOR

Personal Qualifications

1. Meets the Titus 1 and 1 Timothy 3 qualifications of church leaders.
2. Have an awareness of receiving a call from the Lord to ministry and having had that call confirmed by others in the body of Christ
3. Have an educational background and/or experiential background to accomplish the specified ministries
 - a. An MDiv degree or equivalent experience or training in biblical studies
4. Married with children (preferred but not mandatory)
5. Able to preach and is committed to expository preaching.

General Characteristics

He will possess, or be developing the following:

1. A teachable spirit, desiring to grow as a person and as a leader
2. A commitment to GBC's doctrine, vision, values and beliefs
3. A pastoral philosophy of equipping and discipleship
4. A commitment to a team approach to ministry
5. A proven ability to involve others in planning and decision-making
6. A relational-style of leadership and ministry
7. Able to teach with a love for God's Word
8. A self-starter able to work without direct supervision
9. Integrity that demonstrates the qualities that are represented by the character traits as listed in the Fruit of the Spirit in Galatians 5:22-23, and a willingness to continue to grow in the development of such characteristics
10. A pattern of spiritual growth that is evidenced by a life of prayer, personal obedience to the Word of God and the proven ability to discern the Lord's will and guidance in decision making
11. A basic understanding of the nature and operation of the church that is informed by Scripture and compatible with **What We Believe**, GBC's doctrinal statement
12. An understanding of his ministry that is being developed through disciplined times of reading and studying the Word, as well as related books and periodicals
13. Must be willing to reside in Boise, Meridian or Eagle city limits

General Expectations

1. This is a full-time position requiring 40+ hours per week
2. Keep regular work hours. The regular office hours are 9:00am to 4:00pm, Monday through Thursday. He will have the flexibility to arrange time off to spend with his family when the ministry demands off hours from him
3. Sunday is considered a workday for this pastoral position
4. He will work closely and collectively with the other pastoral staff
5. Conduct himself in such a way that his behavior, speech, and attitudes represent a high standard of holiness, striving to live in such a way as to bring utmost respect to the pastoral office
6. Demonstrate a strong sense of loyalty to the elders and other members of the church's leadership team, endeavoring to be cooperative in the carrying out of his ministry tasks.
7. Participate in the preparation of the annual budget

Responsibilities

1. Regularly preach the Word of God in weekend services and schedule preachers for all off weeks.
2. Serve as an elder on the elder board collectively helping to set a biblical direction for the church.
3. Plan and coordinate missions and bible conferences.
4. Work in close coordination with the worship pastor/leader to organize Sunday morning service along with any special services such as Christmas eve, Good Friday etc.
5. Give direction and support where needed to ministry teams and leaders.
6. Meet regularly and give direction to the pastor and ministerial staff
7. Provide oversight of weddings, funerals, and other special occasions. Includes responsibility for premarital counseling, etc.
8. Understand that pastoral roles change as ministry grows with church growth, and as the pastor grows and the culture changes (none of the pastors' roles will be changed without full consideration and cooperation of the elder board and the pastoral staff)

The Pastors Wife

The pastor's wife should be first committed to the Lord Jesus Christ and serving Him. Her primary biblical role as a wife is to be a helper, supporter, and lover of her husband. She should be in complete agreement toward her husband's call to ministry as pastor.

She should be committed to attending church, growing in knowledge and spiritual maturity, and the fellowship of the body. As to ministry, the Bible does not address the involvement of the pastor's wife in any ministry. In other words, the pastor and his wife determine how active the pastor's wife should be in church ministry.

Position Reports To

The Senior Pastor is accountable, first and foremost to God and His Word, and secondly, to the elder board.

Compensation

1. Full time (40-50 hours/week)
2. Salary to be determined based on qualifications, experience and need
3. Health, dental Insurance for pastor and his family.
4. Life and disability insurance for pastor.
5. Paid vacation, sick leave, and holidays
6. Moving expenses to be determined

About Grace Bible Church of Boise: Website <https://gbcboise.org/>

Interested Candidates:

- Please send resume to pastorsearch@gbcboise.org
- Include three references and a current photo of yourself and wife / family if applicable.
- Please use "Attention: Senior Pastor Search" as the subject line of your email.