

**DETAILED POSITION DESCRIPTION: SENIOR PASTOR**  
**Evangelical Covenant Church**  
**International Falls, MN**

We are seeking a person whose love for Jesus has led them to surrender their heart, mind, body and soul to Him as they lead others within the church. We know that it is important for this person to be sure they have been called by God to pastor because we also know it is tough to lead the Body of Christ, and it takes this assurance of call to continue to live into the brokenness of true community. We place a high value on emotional maturity and seek a person who strives to have an unoffendable heart. Our hope is that our next pastor centers their life first and foremost on an intimate relationship with God, second on a healthy relationship with their spouse and children (if married with kids), and third on living into authentic, honest, humble and devoted leadership to the Body of Christ at ECC. We are seeking someone who loves God's word and is committed to teaching and living the truth of Scripture in a bold way.

We do not expect our next senior pastor to take on completing the following ministry responsibilities by themselves, but we do desire a leader who will embrace a vision for our life together and will lead and empower both staff and lay leadership to serve and support this vision in God honoring ways.

**Word and Sacrament**

- Be the primary preacher for the church; competently teaching God's word through sound doctrine with relevance, authenticity and a focus on applying the truth of scripture to daily life.
- Be an effective communicator, a clear and articulate speaker who can be easily understood by young and old alike.
- Participate in at least 90% of Sunday worship and special services, preaching most but not all of these times.
- Lead our preaching team in determining topics/books of the Bible and assisting in the planning, preparation and evaluation of team member sermons.

**Shepherding**

- Effectively communicate the vision of the church.
- Encourage, strengthen, and disciple us as the Body of Christ, so that we mature in our Savior Jesus Christ, using the talents and gifts He has given us to accomplish the good works He has prepared for each of us to do.
- Be a person of daily prayer who will provide discipleship in prayer to others individually and corporately.
- Demonstrate a passion to reach the lost in our community for the purpose of leading them to Christ.

**Leadership Development**

- Equip, encourage, empower and launch staff and ministry leaders.
- Embrace a team approach that strengthens collaboration and team building amongst staff, leadership and ministries.
- Serve as a member of the leadership team.
- Work with the leadership team to establish budget goals and measurable objectives for all ministry staff and volunteers in keeping with the mission and vision of the church.

**Denominational Affiliation**

- Be licensed or ordained, and in good standing with the ECC.
- Hold a master's degree from an accredited seminary and be ordained to Word and Sacrament.

## **General Skills**

- Be appropriately transparent and authentic and accept input from those whom you lead.
- Be emotionally mature in interpersonal relations with strong problem solving, conflict resolution and listening skills.
- Have strong oral and written communication skills.
- Have an ability to build partnerships in mission and ministry.
- Have effective time management skills.