

## **Senior Pastor Job Description**

### **Job Summary:**

The Senior Pastor is the spiritual leader of HITC. They are visible and connected to the congregation and lead with passion, diligence, care and produce growth in the number of maturing followers of Jesus Christ who are equipped for effective ministry.

Additionally the Senior Pastor is responsible for the vision of HITC as well as coordination and execution of its core ministries. The Senior Pastor has responsibilities for preaching, for corporate worship of God, for shepherding the congregation, growing disciples and for providing effective leadership for the church staff.

### **Responsibilities:**

#### *Preaching/Teaching*

- Preaching the Word of God on regular Sunday morning services and applying Scripture to the issues facing the congregation
- Planning and coordinating the preaching schedule in conjunction with the other members of the pastoral staff and providing opportunities for both pastoral and gifted congregation members to preach/teach
- Awareness of our changing culture and engages individuals in a way that does not waver from the truth set out in the Bible

#### *Worship*

- Be committed to excellence and passion in all worship venues of the church, including coordination of special services, baptisms, communion and other worship related activities
- Be sensitive to the Holy Spirit's leading in all worship settings and the first to lead the body deeper into God's presence
- Empower, direct and guide the delivery of the gifts of the Holy Spirit during worship settings

#### *Shepherding*

- Be personally involved in producing disciples and leading HITC in doing the same
- Be involved in the lives of individual members of the body and express the love and concern of a shepherd

- When needed, ensure that advice, counsel, and prayer are readily available and relate to people in a loving and caring manner
- Appropriately respond to crisis situations which arise in the congregation and make appropriate professional referrals when needed

### *Outreach*

- Represent HITC well to visitors and regular worshippers, and to the broader Austin community
- Share the gospel boldly in whatever aspects God provides, including local and International outreaches

### *Staff Leadership*

- Lead the administrative and pastoral staff and be accountable for their development, well being and overall performance
- Ensure the efficient coordination and support of the various ministries of the church
- Champion the vision of HITC and inspire staff to execute, pursue and follow you in driving this

### *Elder Board & Trustees*

- Be an active member of the Elder Board and provide initiative, vision and spiritual leadership
- Seek input from Trustees on all material matters that impact HITC both financially and legally
- Act as the main point of contact between Elder Board and church staff
- Give periodic updates and feedback on organizational challenges, Key performance indicators or other pertinent changes
- In conjunction with the Elders give general oversight regarding leadership for volunteers in the execution of their responsibilities and their development as leaders
- With Elders and Trustees oversee the development of and adherence to church policies and procedures
- Coordinate strategic planning and implementation of the church's vision
- The pastor will be evaluated annually by the other Elders

**Requirements:**

- At least 5 years Senior Pastor Experience or 10 years in pastoral leadership is preferable but not mandatory
- Have demonstrated a record of increasing levels of leadership
- Be an engaging and strong communicator who bases teaching on the Scriptures and is led and filled by the Holy Spirit
- Candidate must be able to teach the Scriptures with relevance, clarity and accuracy
- Have shown ability to grow a ministry and disciple leaders who take the ministry further
- Preference is for Senior Pastor to be married
- Have experience in leading or actively serving in outreach activities or missional work either locally or abroad
- M. Div or similar education preferable
- Candidates shall believe and teach that all Biblical gifts of the Holy Spirit are present today and desire to practice those gifts as part of our worship, ministry, and life together as a local expression of the body of Christ

**About Hope In The City (HITC)**

Hope In the City (HITC) was started 17 years ago in Austin, Texas by Ron & Janine Parrish, and has a good reputation in the city. They have created an authentic community of believers who are Spirit-led, passionate about worship, and have a strong desire to impact Austin and the Nations, where they currently have 15 units in the field. Over the last few months, HITC has undergone a leadership transition and are actively looking for a Senior Pastor with a strong communication gift, ministering in the Spirit and the Word, who will work alongside the elders to grow discipleship and lead the church in their vision to extend the kingdom of God. If you are interested, please email [sr.pastor.search@hopeinthecity.org](mailto:sr.pastor.search@hopeinthecity.org).