

General Role Responsibilities of a Senior Pastor / Minister

These 10 major roles are the usual breakdown of responsibilities for the Senior Pastor's / Minister's position description in a multi-staff church. Churches with differing styles of ministry have different levels of expectation around these roles and different levels of priority attached to them. As churches grow or diminish in size, the priority around these ministry roles often change. The tables on page three can provide a means of talking through these role changes.

1. **Visionary Leader.** Oversees and co-ordinates the development and implementation of the vision, mission, core values and strategic plan for the church

a) Creates and reviews the charter (Vision, mission, core values and goals) of the church in consultation with staff and key lay leaders

b) Inspires the staff and the congregation to embrace the vision

c) Co-ordinates strategic and developmental planning

d) Establishes and communicates ministry priorities

2. **Team Leader** Oversees and leads the staff team

a) Leads staff meetings and maintains healthy staff working environment

b) Appoints, supervises and reviews staff

c) Delegates authority and ministry responsibilities to staff

d) Facilitates ministry development with staff

e) Provides for staff personal development and staff support

3. **Preacher/Teacher** Oversees and leads the preaching and teaching ministries of the church

a) Communicates the Christian faith and lifestyle in a relevant way.

b) Responds to issues in society, the community and the church with practical relevant Biblical input.

c) Oversees the spiritual formational ministries of the church.

4. **Organiser** Guides and administers the core ministries of the church – worship, teaching, evangelism, community service, fellowship / Pastoral care, administration / leadership

- a) Co-ordinates ministry areas with staff and lay leaders
- b) Liaises with and reports to church governance (Vestry, Session, Board, Diaconate, Eldership)
- c) Oversees administration of personnel, financial and facility resources.
- d) Oversees healthy church policy formation and implementation (Safe churches, Workplace safety, Privacy, Tax and Employment Compliance etc)

5. **Evangelist** Leads and energises the outreach ministries of the church including evangelism and mission

- a) Articulates and leads the missional priorities of the church.
- b) Provides the focus for evangelistic connections in the local community.
- c) Oversees the welcoming and integration of newcomers to the church.

6. **Equipper** Trains and develops lay leaders for effective ministry

- a) Disciples and mentors key lay leaders.
- b) Develops leaders through intentional training.
- c) Provides pathways for emerging leaders to engage leadership and ministry in the church.

7. **Pastoral Carer** Oversees the pastoral ministries of the church

- a) Shapes the pastoral ministry of the church through establishing and supporting the pastoral care team.
- b) Oversees Pastoral ministries to key church groups (including age groups, children, youth, interest groups)
- c) Leads in the response to specific Pastoral situations including conflict resolution, disciplinary processes and critical Pastoral incidents.

8. **Community Connector** Creates significant connections with the local community

- a) Shapes the church's compassionate service to the poor and broken within the local community.
- b) Provides for church presence, support and / or a voice in times of need or challenge within the community.
- c) Represents the church at important public community events and functions.
- d) Develops positive public relationships and networks with key community groups, leaders, and organisations

9. **Kingdom Networker** Builds relationships and partnerships with other leaders in the city and/or within denominational or missional networks

- a) Participates in networks with other leaders for mutual equipping and support.
- b) Personally contributes and enables the church to contribute to broader kingdom and missional oriented activities, outreaches and causes.
- c) Develops the role of the church in embracing a wider kingdom agenda both within and beyond the denomination.

10. **Project Leader – Planter** Leads in the development of large scale church projects eg. Building projects, planting daughter congregations and churches, establishing major programs and ministries, (e.g. School of Ministry, outreach programs, new congregations, counselling service).

- a) Casting shared vision for the project
- b) Creating a community of support and leadership team
- c) Leading the decision making and planning processes
- d) Enabling implementation of the project – usually through delegation
- e) Finalising and completing the project