

## FRIENDSHIP CHURCH JOB DESCRIPTION

<b>Title: Pastor</b>	<b>Location: Shakopee</b>	<b>Status: Full-time, Exempt</b>
<b>Reports to: Board of Elders</b>	<b>Selected by: Calling Team</b>	<b>Revision date: 11/04/19</b>
<b>Hired by: Vote of Friendship Church members per Bylaws Article II, Section 2</b>		

### **Summary:**

The Pastors of the respective campuses (Prior Lake and Shakopee) partner together to provide the primary spiritual leadership for both Friendship Church campus members and guests. The Pastor is a member of both the Leadership Team and the Board of Elders and has an integral role in the team leadership model at Friendship Church.

Please review Friendship Church's [Statement of Faith](#) for your full understanding.

### **A. General Duties and Responsibilities:**

1. Preaching and teaching: Involves closely partnering with the counter Pastor in developing Sunday Worship Service sermon themes and coordinating a preaching schedule. In addition to Sunday morning sermons, the Pastor will teach in support of various ministry activities, special events and in connection with wedding and funeral services.
2. Discipleship to Friendship's church family: The Pastor plays a key role in assessing and monitoring the spiritual health and spiritual growth of the congregation (in particular, the attendees of the respective primary campus) and provides guidance, encouragement and mentoring toward the objectives of engagement in Worship, Life Groups, and Serve Teams.
3. Outreach to the community: The Pastor is a champion of missional living and is an example to the congregation of sharing Jesus. The Pastor partners with the Ministry Team to create and implement effective ministries and outreach events that help congregation members share Jesus with their friends and neighbors.
4. Shepherding and pastoral care: The Pastor has a lead role with the Friendship Church care team in providing compassion and service for members and attendees of the respective primary campus. Providing care may involve direct counseling and mentoring by the Pastor or referral to another qualified staff pastor, ministry team member (in the case of gender-sensitive counseling requirements), internal care ministry of Friendship Church or an external resource such as professional counseling. The Pastor maintains a high level of confidentiality, is congenial, professional, and sensitive in all personal contacts with others.
5. Executive leadership & vision to the Ministry Team and staff: The Pastor (1) works with, and as, an Elder to guide and maintain the spiritual vision of Friendship Church; (2) is a part of the Leadership Team that creates the ministry vision of the church, and; (3) partners with the respective counter Pastor in leading the Ministry Team and staff to implement that ministry vision. The Pastor gives regular updates to the Trustees and participates in Trustee Board meetings. In addition, the Pastor also leads and manages members of the church staff according to Ministry Team organization as well as directly leading some ministry areas as determined by the Leadership Team, Elders and Trustees.

## B. Requirements:

### Education

- Bachelor of Science degree in Biblical Studies, Ministry or the equivalent
- Master of Divinity degree is preferred

### Qualifications, Character, Skills and Experience:

- To have a strong personal relationship with Jesus Christ.
- To agree with the statement of faith and vision of Friendship Church.
- To have a desire for spiritual growth, accountability and corporate worship.
- To be a role model in all areas to lay volunteers.
- Currently has, or will establish, a mature accountability relationship.
- Strong interpersonal skills that demonstrate genuine, godly humility in nurturing others.
- Meets biblical qualifications for an overseer (1 Tim 3:1-7; Titus 1:5-9; 1 Pet 5:1-4).
- Passion for God's Word and a desire to provide inspired, challenging, life-integrated biblical teaching.
- A heart for equipping believers and reaching the unchurched.
- Leadership experience in church ministry.
- A minimum of five years of experience in pastoral ministry in the local church.

## C. Desired Personal Characteristics:

- A lifestyle that models what it means to *Love, Live and Serve* Like Jesus.
- A heart that seeks to collaborate and unify through effective communication skills, a passion for building relationships, and the personal gifting to do both.
- Evidence of personal self-discipline to promote a healthy life/work balance.
- A degree of personal and professional humility that models Jesus to everyone, while encouraging growth and transparency for the benefit of the Kingdom.
- Experience in effectively stewarding God's resources and leading others to do so.
- A calling to mentor and to develop other people.
- Identification with a leadership philosophy that *promotes* vision, definition, clarification, assessment and feedback; and *manifests* as visible, available and resourced.

### Definition of Terms

**Elders** – A team of four lay elders plus the Pastors from Shakopee and Prior Lake that provide spiritual leadership for the church.

**Trustees** – A team of 7 elected members who lead and manage the church's resources, policies and facilities.

**Leadership Team** – A three-person team consisting of the Shakopee and Prior Lake Pastors and the Executive Director.

**Ministry Team** – A team of 10 Ministry Directors consisting of the Leadership Team, Connections Director, LifeGroups Pastor, Family Ministry Pastor, Facilities Director, Communications Director, IT Director and Worship Pastor.

**Staff** – All hired employees of Friendship Church.

**Primary Campus** – The respective campus for which the pastor is responsible.