

# Groveland Missionary Church Pastoral Job Description

## Introduction:

The Senior Pastoral position in the Groveland Missionary Church (GMC) is the senior leadership of GMC. As such his responsibilities are to meet the qualifications outlined in the 1 Timothy 3, Titus 1, and the GMC Bylaws. He will lead the local conference with a servant attitude and shepherd's heart guided by the Holy Spirit and the GMC Vision. Leading this church to the next level will include the job description and responsibilities outlined below.

## Job Descriptions/Responsibilities:

1. Lead an ongoing ministry of developing disciples of Jesus Christ
2. Devote himself to the Word of God through personal scholarly study
3. Hold to the doctrinal views described in the statement of faith in GMC bylaws
4. Provide oversight of the administration of the church together with the Elders maintaining a close relationship with them by meeting regularly, seeking their counsel and updating them regularly
5. Seek God's direction, develop His vision for GMC and fulfill that vision in a way that maximizes available gifts and resources  
Seek to find new ways and additional resources to accomplish God's plan for the church
6. Plan with Elders the future ministries and activities of GMC
7. Guide, foster and communicate to the staff, church body and leadership the vision set forth by the Elders
8. Serve as the primary pulpit preacher/teacher on Sunday mornings approximately 40 weeks a year
  - a. Preach expositionally (verse by verse or topically) covering the whole counsel of God and systematically delving into scripture's rich, inerrant truths, instruct appropriately, allowing the Word to transform children, students, men and women
  - b. Challenge the congregation to live out their faith lovingly and strategically creating an environment that the Holy Spirit can use to transform and stretch all who attend the church
9. Encourage participation in Small Groups
10. Be a passionate leader in the areas of evangelism and missions
11. Support and encourage counseling
12. Be focused on leading, discipling and mentoring the staff and the congregation

# Pastoral Search and Qualification Guidelines

## **Introduction:**

This guideline together with the GMC Bylaws shall be used to help with the pastoral search and identify potential candidates for this position. As guidelines these instructions and qualifications should be used with prayerful consideration and direction of the Holy Spirit.

## **Selection Process:**

Selection process and confirmation shall be done within the local GMC and its governing body using these guidelines and bylaws. Assistance from the Central Region Office will be used to verify the potential candidate's qualifications, credentials, background check & financial check, APEST test or similar gifting reports and other pertinent information.

## ***Steps for Selection:***

1. A pastoral search committee shall be appointed by the Elder Board.
2. The committee shall review candidate's resumes, select the candidate that best qualifies per the guidelines and bylaws for the Senior Pastor position at GMC and submit the selected candidate to the Elder Board.
3. Assistance from the Central Region Office to verify qualifications, credentials, background check & financial check, APEST test or similar gifting reports and other pertinent information shall be ascertained.
4. The Elder Board shall review and determine that this candidate shall be presented to the local conference for affirmation as the Senior Pastor.
5. The candidate shall be licensed in the Missionary Church or be in the process of meeting the licensing requirements as confirmed by the Central Region.
6. A Senior Pastor shall be affirmed by a minimum vote of 70% before the call to the candidate can be made per GMC bylaws Article VII, H.
7. Article VIII, D identifies the required affirmation process.

## **Senior Pastor Requirements/Qualifications:**

1. Meet all Biblical requirements of an Elder/Bishop as documented in 1 Timothy 3:1-7 and Titus 1
2. Possess a Seminary Degree is strongly preferred
3. Must be licensed and ordained to hold the Senior Pastor position
  - a. Central Region Office will assist in this verification and confirmation
  - b. All paid staff pastors shall likewise be licensed
4. Must be in agreement and accepts the GMC Vision
5. Must be in agreement with the GMC bylaws
6. Must agree to lead the local conference together with the Elders having a servant attitude and strong shepherd's heart as directed by the Holy Spirit (as exemplified by our Lord Jesus Christ with His apostles)

7. Have at least 5 years of Senior or Associate Pastor experience
8. Possess the experience and ability to confront and resolve conflict in a healthy, biblical manner and likewise, he must have the confidence and humility to be confronted
9. Have a history of preaching the Word in a manner that honors Holy Scripture and that calls people to action
10. Must have experience with and the ability to preach in a relevant teaching style and be able to reach out and relate to people "where they are"; people of varied means, walks of life and differing levels of spiritual maturity – an exhorter who can speak truth in love
11. Be creative in the weekend services, realizing we are reaching a wide range of people young and old, new and mature believers, as well as people that are unchurched
12. Have excellent oral and written skills
13. Have a heart for and participate in both local and international mission
14. Be a facilitative and collaborative leader to:
  - a. Coordinate and lead Sunday morning worship services alongside the worship team
  - b. Be a proven team player that knows how to surround himself with strong leaders whose gifts enhance his own, while allowing them the freedom to exercise their gifts
  - c. Be able to work with a team to develop and cast a long-term vision and give clear direction on how to implement that vision
  - d. Build and lead a team that oversees church operations, including office administration and facilities
15. Believe in and model transparency
16. Be financially sound in ministry finances as well as personal finances
17. Maintain personal margins to insure the emotional health of his family, including appropriate time away from a number of Sunday services each year, which will require securing guest speakers to cover time away

# Groveland Missionary Church (GMC) Vision

## Purpose:

The following statements reflect the GMC Vision developed by the Elder Board with support from the congregation and ministerial staff of GMC. These statements reflect mission statements found in The Bylaws of Groveland Missionary Church adopted February 23, 2014 and Elder Board led by the Holy Spirit to provide guidance regarding GMC's direction and its ministries. This Vision is not an exhaustive one but a living document as God leads and directs GMC to Glorify Him.

## Vision:

1. Glorify God through:
  - a. The public worship of Almighty God in GMC local assembly (Hebrews 10:19-25 and 1 Corinthians 12:12, 27)
  - b. Propagating the Gospel locally and throughout the world in keeping with Justification through "Faith alone in Christ alone" for eternal salvation (John 3:16-17, 14:6, Ephesians 2:8-9, Matthew 28:18-20)
  - c. Sanctification through Bible preaching, teaching and edification of believers (Titus 2)
  - d. Aggressive program of discipleship
  - e. Growing in grace (2 Peter 3:18)
2. Strong Leadership of Senior Pastor, Associate Pastor, Elders, Deacons and Staff to lead GMC (1 Timothy 3 and Titus 1)
3. Sound Biblical Doctrine articulated in Article IV of GMC Bylaws
4. Nurture and grow the local church through:
  - a. Prayer Support Network
  - b. Pastoral Care Ministry
  - c. Regular Christ-Honoring Fellowship
  - d. Small Group Bible Study
  - e. Special Events Ministry
  - f. Community Outreach
  - g. Transparent Administration of the church as privacy/confidentiality permits
  - h. Christ-Honoring Music Ministry during worship and special events
  - i. Leaders for children and youth of our church
  - j. Nursery Care during services
  - k. Leadership for church library

## 2016 PROFILE of GMC for PASTOR CANDIDATES

**Local Area & Community:** Located in Central Illinois, Groveland is a rural village with about 700 households. Nearby communities include Morton, Pekin and East Peoria. All major amenities are within a radius of ten miles. Easy access to interstates quickly connects Groveland to the city of Peoria and further destinations.

**Heritage:** GMC was founded in 1898. God has honored this church through the years. As the Word has been preached, many have come to know Christ and have gone out to serve Him in ministry throughout the world. GMC has enjoyed recent pastorates with tenures of 30, 11, and, most recently, 4 years and 3 years. GMC has historically generously supported missionaries stationed globally, though recent budget adjustments have been necessary. It has regrettably made little recent impact on local communities. GMC has been instrumental in planting, and/or contributing to area church plants.

**Congregation:** Currently GMC has 65-70 regular attendees. At present, younger families, children and/or youth are few. Regular adult attendees aged 60 or less account for 40% of the Body, with the remaining 60% being older than 60 years. Their spiritual maturity spans the gamut.

**Current needs:** GMC experienced a crisis in leadership about 6 years ago. The church is still healing from this. Many of our congregation left then. With a solid core of our local Body and several new families we continue to work diligently in moving the Body forward as God directs. GMC is blessed with members that can fill the pulpit, teach, join together in music ministries and children's ministry until our Sr. Pastor vacancy is filled. This Sr. Pastor is expected to lead our church to the next level with vision and God's commission for GMC. It is hoped that the new Pastor would lead our staff and Elders in setting this vision and mission.

**Financial:** Monthly expenses currently equal present giving. GMC is blessed with generous savings/ investments. It holds no mortgages.

**Facilities:** They include a newer sanctuary, an old Chapel, a Family Center with a gym, and a Christian Education wing. GMC has two parsonages on premise – both have been updated in recent years. One is currently set up as a Coffee House and the other one houses our Associate Pastor.

**Programs:** Regular services include Bible Classes for all ages, Morning Worship, Two Small Groups and Wednesday evening Prayer Meeting. MYF (youth group) is currently on hold due to lack of youth in attendance.

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