



Senior Pastor – Henry Christian Church (HCC)

Reports To: Board of Elders

Supervises: Ministerial Staff, Church Administrator, Ministry Coordinators

Purpose

The Senior Pastor serves as the spiritual leader and primary shepherd of Henry Christian Church (HCC). This role provides biblical preaching, spiritual direction, leadership development, pastoral care, and overall guidance for the church's mission: to Seek the Lord, Serve others, and Share the Gospel so that all may hear.

Key Responsibilities

1. Preaching & Worship Leadership

Prepare and deliver biblically sound, Spirit-led sermons. Oversee worship planning with staff to ensure services reflect HCC's mission and theology. Lead or support special services (e.g., Christmas, Easter).

2. Leadership & Staff Development

Equip and mentor elders, deacons, staff, and volunteers for effective ministry. Model servant leadership and encourage personal spiritual growth.

3. Pastoral Care & Counseling

Provide spiritual care through prayer, visitation, crisis support, and counseling. Conduct weddings, funerals, baptisms, and other pastoral functions. Maintain confidentiality and compassion in all interactions.

4. Spiritual Formation & Discipleship

Oversee adult discipleship pathways, small groups, and spiritual growth initiatives. Promote personal disciplines such as prayer, worship, and Bible study across all generations.

5. Youth & Next Generation Ministry



Provide vision and pastoral guidance for youth ministry and family discipleship. Support and mentor youth leaders, ensuring that ministry to students aligns with the church's mission and values.

6. Outreach & Community Engagement

Represent HCC in the local community and promote outreach opportunities. Encourage members to live missionally and serve others with full hearts.

7. Strategic & Administrative Leadership

Partner with the Board of Elders in vision casting, planning, and evaluation of church health. Supervise staff, manage performance, and ensure alignment with church policies and biblical principles.

8. Communication & Culture

Serve as the primary communicator of HCC's vision and values. Foster a culture of grace, integrity, and unity within the congregation and leadership teams.

9. Digital & Media Oversight

Provide spiritual direction for HCC's online presence to ensure all content reflects the church's theological integrity and mission.

Qualifications

- Clear calling to pastoral ministry and alignment with HCC's Statement of Faith
- Proven experience in preaching, leadership, and pastoral care
- Biblical qualifications for eldership (1 Timothy 3; Titus 1)
- Ordained or willing to pursue ordination
- Skilled in developing leaders and engaging multiple generations

Accountability & Benefits

Reports to and is evaluated by the Board of Elders. Eligible for vacation, sick leave, sabbatical, and housing allowance as defined in HCC Personnel Policy.