

Congregational United Church of Christ Greensboro, North Carolina

Lead Pastor Job Description

Summary: The Lead Pastor is the ordained staff member whose primary responsibilities are preaching pastoral and prophetic sermons, loving and listening, shepherding and coaching, and growing the faith of both current and future members of our church. The Pastor is currently the supervisor of the Associate Minister, Choir Director, Accompanist, and Office Manager. The Pastor is the de facto head of all boards and meets with board members and committees to shape the direction of our church.

- Plans, prepares, and leads weekly worship where members participate both in person and online. Creates nurturing, challenging, and meaningful worship experiences for a diverse and multigenerational congregation.
- Collaborates with the Music Director, Accompanist, and other staff to plan and lead worship.
- Administers the sacraments to the congregation.
- Presents well-organized, faith-based sermons to cultivate a spiritually meaningful and active faith life in the congregation. Incorporates pastoral and prophetic emphases in sermons and worship.
- Prepares and leads all special worship events of the Church, including but not limited to Advent, Christmas Eve, and Holy Week/Easter Services, as well as weddings, baptisms, funerals/celebrations of life.
- Provides supportive pastoral care, extending a warm and compassionate demeanor toward all members and friends of the Church. Communicates and listens in a non-judgmental manner and with a sense of humor; makes appropriate referrals to licensed therapists as needed.
- Collaborates with Board members and other groups to ensure care for members living with and recovering from health challenges as well as those who are homebound.
- Promotes a strong sense of community inside and outside the church.
- Supports and facilitates the congregation's Open and Affirming stance.
- Supports the congregation's standing as a Creation Justice Church of the United Church of Christ.
- Supports Christian outreach by encouraging all members of the congregation to participate in activities addressing social justice and community needs.
- Understands the work for justice as an expression of Christ's love in the world, and that the church has a role to play in advocating for all forms of justice, including racial, economic, and environmental. Lifts the church's role in the community as a leading progressive witness.
- Fosters the welcoming culture of the UCC, encouraging members and following up with visitors.
- Helps create awareness and interest in our church. Fosters the assimilation of new members into the life of the congregation in collaboration with Board members.
- Works with Council to promote, educate, and advocate responsible biblical stewardship in the congregation. In partnership with Council, develops and implements programs to grow membership and giving.
- Ensures effective administration of church business in consultation with the Council and appropriate boards. Meets regularly with the Council and boards to provide creative leadership and direction and to participate in building teams to carry forward the church's ministry and mission.

- Serves as a representative of the church in the community and the wider world and keeps herself/himself/themselves and the church informed on major denominational, ecumenical, and other religious affairs (local, regional, national, and global). Provides leadership and encourages participation in local ecumenical and interfaith activities and organizations.
- Supervises and engages in team building within the staff, endeavoring to maintain healthy relationships among the employees. Supports, supervises, manages, and evaluates staff and participates in the screening and hiring process.
- Uses and understands the opportunities technology offers including social media, marketing, and online ministry.
- Continuously seeks to evolve personal spiritual journey so as to find strength, energy, and vision to lead. Maintains healthy boundaries and practices consistent self-care.
- Continues to pursue educational opportunities in preaching, biblical and theological scholarship, and pastoral care.