Pastor Job Description
United Presbyterian Church Washington Iowa

Introduction
United Presbyterian Church desires a pastor who has a deep passion for the Lord, for the Bible, and views consistent with those of the Presbyterian Church USA. The Pastor, as a minister of the Gospel, shall be devoted to the service of Christ and the church, preaching and teaching the Word of God. The Pastor shall lead the church to fulfill its mission statement:

Mission Statement
- Our Mission: To Love God and love others.
- Our Vision: Transforming lives by sharing the experience of God’s love and acceptance.
- Who we are: We are followers of Christ, a caring, worshipping community that is passionate about serving others and growing closer to Christ. We believe Jesus Christ is our Savior, the source of our compassion and acceptance and the drive behind our desire to share God’s love.
- Everything we do should demonstrate our commitment to being: Loving, Welcoming, Serving, Nurturing, and Generous.

Desired Characteristics
- Compassionate
- Preaching and Worship Leadership
- Change Agent
- Spiritual Maturity
- Public Communicator
- Risk Taker
- Collaborator
- Uses Strategy and Vision
- Flexible
- Skilled at Interpersonal Engagement

Accountability
Accountable to the Presbytery and to the congregation through the Session. In meeting this responsibility the Pastor will be expected to exercise pastoral, administrative, and leadership within the church organization.
**Areas of Specific Responsibility**

- **Word and Sacrament**
  - To collaboratively plan and lead the various worship services of the church.
  - To preach the Word of God, lead in worship, read and teach the Scriptures, and engage the people in study and witness.
  - To work with others to find meaningful ways of worship that allow both members and the community to participate.
  - To administer the sacraments of baptism and the Supper of the Lord according to Christ’s ordinance.

- **Pastoral**
  - To visit in the homes of the church and the community, especially among the sick, aged, imprisoned, and others in need.
  - To counsel families and individuals of the church, and refer people to professional counselors when needed.
  - To officiate at funeral and memorial services.
  - To officiate at weddings and provide the couple with pre-marital counseling.
  - To prepare congregants for membership in the church, including leading membership preparation class.

- **Leadership**
  - Guide the spiritual development of the staff and the lay leadership.
  - To lead the congregation in living out their vision and values both within the membership and among their neighbors.
  - Create a church culture that increasingly embodies Christ’s example of servant leadership to all congregational leaders and the congregation as a whole.
  - To provide an outstanding preaching and transformative worship ministry that will invite others into the church to live out their discipleship and that will continue to attract new members.
  - To provide active leadership to the session as Moderator, the congregation and its organizations in maintaining and developing programs enabling the church to grow in mission to the community, the region, the nation and the world.
  - To administer the church program by leading, directing and supervising the other church staff as Head of Staff.
  - To encourage the partnership of the whole church with mission and ministry of the PCUSA and the Presbytery of East Iowa.
  - To be involved in ecumenical relationships in the community.

**Evaluations**
Performance reviews will be conducted annually by the Session Personnel Committee. The Session Personnel Committee will review annually the adequacy of the job description and the compensation.