



United Church of Lincoln

Pastor Job Description



GENERAL DESCRIPTION:

- The Pastor at the United Church of Lincoln provides spiritual, pastoral, outreach, administrative, and servant leadership to UCoL. The Pastor relates to the multiple generations that form the small, rural and theologically diverse congregation. The Pastor extends God's grace to others and leads by example as one who is relational, authentic, transparent, and humble.

DETAILED DESCRIPTION:

Worship:

- Plan, prepare and lead weekly worship where members participate both in person and remotely.
- Prepare and deliver sermons at all regular worship services of the Church.
- Coordinate worship by consulting with the Board of Deacons and Stewards, and the Music Team on all elements of worship services.
- Prepare and lead all special worship events of the Church, including but not limited to Christmas Eve and Holy Week services, as well as weddings, baptisms, funerals/celebrations of life, and other similar celebrations, unless otherwise provided for as authorized by the Church.

Faith Journey Support:

- Guide the faith journeys of the UCoL congregation through teaching, preaching, and living out the all-inclusive, unifying Gospel of Jesus Christ.
- Support/guide youth and young adult ministry at UCoL and support the Christian Education Committee to ensure engaging programming for children and youth.
- Provide opportunities for study, education and fellowship beyond Sunday worship.
- Collaborate with the Board of Deacons to guide financial outreach and to help identify service opportunities within and beyond the Church.

- Work with the Church Council and Board of Deacons to encourage the congregation to give time, talents, and resources in service to God.

Administration:

- Oversee and help coordinate all areas of the congregation's ministry in consultation with the Church Council, standing committees and the Trustees.
- Attend regular committee meetings as an ex-officio member, without vote.
- Contribute to the sense of teamwork among Church staff, the Church Council, Trustees and committee chairs.
- Collaborate with the Trustees to see that the church facilities are functional and in good repair.
- Maintain regular Office Hours (approximately 20 hours per week)

Outreach:

- Foster the welcoming culture of UCoL, encouraging visitors, and following-up with visitors.
- Support and facilitate the congregation's work at being open and inclusive.
- Connect across generations and help build a diverse congregation.
- Work to support mission opportunities, to encourage the Church in giving to missions.
- Look out for the spiritual welfare of all members, reaching out to all who seek truth, encouraging a relationship with Christ, and offering invitations to become a member of the UCoL congregation. (In concert with D&S)
- Serve as a liaison and conduit with the American Baptist Churches of VT/NH, the Cooperative Baptist Fellowship, neighboring churches and clergy.

Pastoral Care:

- Provide pastoral care to the UCoL congregation in conjunction with committees, and members through visitation, counseling, and prayer. This care includes, but is not limited to, home visits, visits to the homebound, regular and frequent hospital visits, nursing home visits, offers of home communion, and the like.
- Provide pastoral care for the Lincoln community and the surrounding communities.
- Provide/offer spiritual counseling.
- Make appropriate referrals when necessary and quickly respond to crisis situations which arise in the congregation.

Personal Care:

- Regularly devote sufficient time free from church-related responsibilities in the interest of personal and family well-being.
- Endeavor to fulfill the [Covenant and Code of Ethics](#) for professional church leaders.

Professional Qualifications:

- A devout personal faith in Christ, and a devotion to all of life bringing God's message of love, respect, healing, and inclusion to UCOL, the Lincoln Community and places and people yet unidentified.
- A familiarity with the American Baptist tradition (although not necessarily American Baptist) and the ability to fully support the polity and mission of the church.
- Bachelor's degree and currently working toward a MDiv at an accredited seminary or divinity school required.
- Graduate theological degree from an accredited seminary or divinity school (MDiv) preferred.
- At least three (3) years in active ministry (Pastor, Youth Pastor, Lay Pastor, Chaplain, Christian Counselor, or the like)
- Ordained as a minister, or in the process of becoming ordained.
- Committed to continue as a minister in good standing while respecting, associating, and collaborating with all people who believe, all people who want to believe and all people who may, by the grace of God come to believe, without regard to race, gender, gender orientation, social status, education, wealth, politics, or any other characteristic.

References to be contacted (at least one in each of the following three categories):

- Church Leadership references (Head Pastor, Pastor, Church Board chair)
- Academic/Seminary references (Advisors, mentors, professors)
- Personal references