

**Position Title:** Senior Pastor  
**Reporting Manager:** Chair of Elders, Northcross Church

### Who We Are

We are a Bible-believing and Bible-teaching church on Auckland's North Shore. We are a multi-cultural, multi-generational community of Christian believers who seek to **exalt** God, by being **equipped** to **engage** the world with the Good News of the Gospel.

### Senior Pastor

#### Why You're Here

As Senior Pastor, you are responsible for leadership and care of our Church community, together with the Church Elders. You ensure that our church's mission, vision, and values are set and achieved, implementing strategic and tactical initiatives consistent with these. You motivate and inspire God's people to engage in seeing vibrant Jesus followers established, equipped, and reaching out to those we are called to seek and serve in our communities at home and abroad.

#### What You'll be Doing

##### Strategic Leadership

- Church leadership: Develop and lead the church, together with the elders and associate pastors, to achieve our ministry and mission objectives, in line with our vision, values, and doctrinal distinctives.
- Ministries: Provide leadership by the appointment, development, and delegation of ministry leaders across the Church to ensure we are meeting the spiritual needs of congregants in line with our calling as a body of believers to love and serve one another.
- Community engagement: Ensure that the church is known as a practical and effective pillar of the local community, attracting people to the Gospel by meeting needs, while maintaining a separation from sin and worldly values.
- Eldership: Continue to meet the requirements of eldership in line with Scripture and enjoy the confidence and support of fellow elders. Work closely with the Chair of Elders and other eldership members, to lead the Church, setting and pursuing Church vision in line with Scripture, Church values, and our doctrinal distinctives.
- Reporting and communication: Provide regular reports to the Elders, in matters of vision, strategy, ministry goals, performance, and outcomes, financial position, staff wellbeing, compliance and growth opportunities. Ensure there is open and transparent communication with congregants, while maintaining confidentiality in sensitive matters.
- Work collaboratively with local like-minded churches and CCCNZ-related churches and organisations for the furtherance of the Gospel and the Great Commission.
- Engage with other internal and external church stakeholders to ensure their interests are met in the delivery of church goals and programs.
- Undertake and/or oversee organisational administration either directly or through delegation to suitable employees or volunteers.

### Organisational Culture

- Set a Godly example in your leadership and daily walk with Christ.
- Build and maintain a Christ-centred, cohesive staff team, including both employed and volunteer ministry leaders and workers.
- Provide leadership, coaching, and support to enable team members to reach their full potential
- Identify potential leaders, provide mentoring, and develop their skills and abilities

### Preaching and Teaching

- Skilled, willing, and able to preach. The Senior Pastor is expected to preach at least 50% of Sundays.
- Delivers teaching and preaching which is consistent with Scripture and the doctrinal distinctives of the Church.
- Equips the saints by providing teaching and preaching training to men in the Church.
- Facilitates the preaching and teaching rosters for the Church, together with Associate Pastors and the Elders.

### Mission Development

- Ensure that the Church is mission-focussed, actively engaging and promoting local and foreign/cross-cultural mission activities, including through the support and encouragement of missionaries, 'home-workers', para-church ministry workers and volunteers.
- Ensure that active evangelistic efforts are in place and/or supported by the Church, with a focus on local community engagement, speaking the truth in love to those around us.
- Cultivate and maintain strong prayer and financial support for growing missional and evangelistic capacity
- Promote involvement by congregants in God's mission to seek and save those who are lost, including the provision of training and opportunities to share the Gospel across communities at home and abroad.

### Pastoral Care

- Ensure that the Church is providing pastoral services to congregants.
- Support church-related functions for congregants, including weddings, funerals, child dedications, and baptisms.
- Facilitate the welcoming of new attendees and visitors to the Church.
- Provide pastoral care for those who are sick, suffering, or in need of support and encouragement. Includes home visitation as appropriate.
- Champion and facilitate discipleship across the Church as a core activity for congregants to be engaged in.

### The Rules that are Important

- Set the standard for organisational policies, guidelines, and procedures, and the statement of faith/organisational and doctrinal distinctives
- Live and work in accordance with the Church's Statement of Faith
- Behave in a manner consistent with the values and conduct standards of the Church
- Embrace and promote the Church as the Bride of Christ, the Body of Believers, and a community of faith and hope in Christ.
- Promote and encourage a strong volunteer culture within the Church and across all ministries.

### The Skills, Knowledge and Experience You'll Need

- A heart for God's mission to the lost in both a local and global context.
- Knowledge and application of Scripture to life and work, and a commitment to continued maturity and growth in Christ
- Living out a vibrant relationship with Jesus in all areas of life, with a heart of dependence on God in all circumstances
- Formal theological training and/or significant experience in church leadership, teaching, preaching, and pastoral work.

- A passion and expertise for leading and working collaboratively and inspiring others to action
- Exemplary family relationships and committed to and serving the local church body.
- Networking and fundraising skills
- Excellent interpersonal, communication and influencing skills, including the ability to communicate effectively on a public platform, and highly developed emotional intelligence
- A love of problem solving combined with resilience to cope with the unexpected or difficult
- Good organisational leadership, financial, planning and organisational skills
- Sound judgement and a high level of integrity.
- Skilled on various MS platforms, with a willingness and ability to learn new software platforms.

**Who You will be Leading:**

- Associate Pastors
- Ministry leaders
- Office/Support staff

**Key Relationships**

**External:** Churches and para-church organisations, CCCNZ, GC3, Stewards Trust and other CCCNZ-related service trusts

**Internal:** Elder Board Chair and Board members; Congregants; Pastoral team; office team; other ministry leaders (paid and voluntary).

**Committees & Groups:** Ministry/Project teams as required.

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**Agreement:**

I agree to the outline of the role in this job description and recognise that the contents may need to be amended from time to time to reflect changing organisational requirements.

I, as job holder, allow my Manager to gather information from third parties where necessary for the purpose of performance management.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_ / \_\_\_\_ / \_\_\_\_