

Senior Pastor Job Description

Living Water Church | Sun Prairie, Wisconsin | February 2025

Church Size: 160 Attendees

Reports To: Church Elders

Supervises: Office Staff, Potential Part-Time Worship/Tech Coordinator

Status: Full-Time

Position Summary

Alongside the Board of Elders, the Senior Pastor serves as the spiritual leader of our church, guiding our congregation through biblical teaching, pastoral care, and leadership development. This role involves preaching regularly (50%-75% of the time), while also collaborating with and further developing our strong preaching team. The Senior Pastor will oversee staff, cultivate a strong volunteer culture, and help shape the vision and direction of the church in alignment with God's calling.

Key Responsibilities

Preaching & Worship Services

- Preach regularly while also developing and collaborating with our preaching team.
- Collaborate with staff and volunteers to plan worship services that align with the church's mission.
- Provide biblical teaching that is engaging, relevant, and faithful to Scripture.
- Support and develop worship and tech volunteers, ensuring excellence in worship gatherings.

Leadership & Staff Supervision

- Supervise and support our Office staff, ensuring effective church operations.
- Oversee and develop a potential part-time Worship and / or Tech Coordinator.
- Lead and cultivate a healthy staff culture built on teamwork, accountability, and spiritual growth.

Volunteer & Ministry Development

- Identify, equip, and empower volunteers for various ministry roles.
- Provide leadership training and discipleship opportunities.

- Encourage and support lay leaders in carrying out the church's vision and mission.

Pastoral Care & Community Engagement

- Offer pastoral care, including counseling, visitations, and prayer support.
- Engage with the congregation and the broader community, fostering relationships and outreach opportunities, and maintaining partnerships already in existence.
- Officiate weddings, funerals, and other pastoral duties as needed.

Vision & Strategic Leadership

- Partner with church leadership to discern and implement God's vision for the church.
- Lead the church in spiritual growth, outreach, and discipleship initiatives.
- Work alongside elders, staff, and key leaders to develop and implement strategic plans.

Qualifications

- A strong, personal relationship with Jesus Christ and a commitment to biblical teaching.
- Ordained or eligible for ordination with a theological background appropriate for the role.
- Proven experience in pastoral leadership, preferably in a church of similar size or larger.
- Strong preaching and communication skills with the ability to develop others in preaching.
- Experience in team leadership, staff supervision, and volunteer development.
- A heart for discipleship, community engagement, and pastoral care.

Preferred Qualifications

- Experience in developing worship or tech ministries.
- Master of Divinity degree.
- Experience in leadership development.
- Ability to foster a collaborative and supportive ministry culture.

Compensation & Benefits

- \$70,000-\$80,000 based on experience and qualifications.
- Plus generous benefits package (health insurance, retirement, etc.).
- Paid time off, plus time for personal growth, worship and study.

To learn more, visit the [Pastor Search](#) page on our website at: livingwaterflows.com

To apply, please send an email with ONE COMBINED PDF DOCUMENT containing your resume, cover letter and links to three sermon samples to pastorsearchlwc@gmail.com.