

Job Description: Bivocational Rural Pastor

Position Summary

A pastor is given three primary responsibilities: to shepherd the flock of God (1 Peter 5:2), to oversee the ministry of the church (1 Timothy 3:1-7), and to pay careful attention to himself (Acts 20:28). The bivocational rural pastor shares leadership with others in the church and serves as the primary shepherd and teacher, giving spiritual oversight to the congregation. He has core responsibilities of preaching & teaching, church administration, and ministry balance & personal growth. His oversight responsibilities include pastoral care, worship leadership, discipleship development, community engagement, and denominational/network involvement (where applicable). The bivocational pastor models Christ-like character, nurtures the spiritual growth of the church, and leads with humility and integrity.

Core Responsibilities

1. Preaching & Teaching

- Prepare and deliver clear, biblically-sound sermons.
 - Teach in Bible studies, small groups, and discipleship gatherings.
 - Communicate Scripture in a way that is accessible, relevant, and spiritually formative.
 - Equip the congregation through regular teaching that encourages spiritual growth.
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2. Administrative Leadership

- Provide values, direction, and spiritual oversight for the church's ministries.
 - Collaborate with elders, deacons, or ministry teams to support healthy leadership structures.
 - Oversee church programs, communication, and administrative functions appropriate to the size of the church.
 - Help align the church's mission with its ministries and resources.
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3. Ministry Balance & Personal Growth

- Maintain healthy rhythms of work, family life, and self-care.
- Practice sabbath rest, personal prayer, and spiritual devotion.
- Demonstrate personal integrity and biblical character.
- Pursue ongoing ministry training, continuing education, or professional development as able.

Oversight Responsibilities

1. Pastoral Care

- Provide spiritual support through visits, counseling, and crisis care.
- Shepherd individuals and families through life events including weddings, funerals, baptisms, and dedications.

- Maintain a compassionate and consistent presence with members, the sick, shut-ins, and those in need.
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2. Worship Leadership

- Plan and lead weekly worship services in cooperation with volunteers.
 - Guide worship teams, lay leaders, and those involved in special services or seasonal events.
 - Ensure worship remains Christ-centered, reverent, and appropriate for the local congregation.
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3. Discipleship & Leadership Development

- Create and strengthen pathways for spiritual growth and discipleship.
 - Train, encourage, and empower volunteers and emerging leaders.
 - Promote a culture of spiritual maturity, service, and mission within the church.
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4. Community Outreach

- Support and lead outreach initiatives that connect the church with the local community.
 - Build relationships with local leaders, organizations, and residents.
 - Encourage the congregation to live missionally and serve the rural community faithfully.
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5. Denominational / Network Involvement (*if applicable*)

- Participate in denominational, mission, or network meetings, training, and cooperative efforts.
- Maintain compliance with denominational expectations, ethics, and reporting standards.

Qualifications

- A growing, evident faith in Jesus Christ with a life consistent with biblical leadership standards.
- Ability to preach and teach Scripture faithfully.
- Heart for pastoral care and relational ministry in a rural context.
- Leadership skills suited for small-church or bivocational ministry.
- Strong interpersonal skills, humility, and spiritual maturity.
- Commitment to the mission, values, and theology of the church.