

Job Description: 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 rural pastor serves as the primary shepherd and teacher, giving spiritual oversight to the congregation. This role includes preaching & teaching, pastoral care, worship leadership, discipleship development, church administration, and community engagement. The 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. 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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3. 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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4. 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.

5. 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.

6. 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.

7. 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.

8. 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 rural, small-church ministry.
- Strong interpersonal skills, humility, and spiritual maturity.
- Commitment to the mission, values, and theology of the church.