

Job Description Outline

Position: Pastor – Cornerstone Community Church

Location: Fairfield, Illinois

Church Type: Independent Protestant / Bible-centered

1. Position Overview

The Pastor of **Cornerstone Community Church** is called to serve as the primary spiritual leader, shepherd, and teacher of the congregation. The Pastor will care for the spiritual health of church members, lead worship and preaching, and support the growth of the church both internally and within the surrounding rural community.

The Pastor should have a heart for people, a love for Scripture, and a desire to build relationships in a close-knit, small-town environment.

2. Primary Responsibilities

Spiritual Leadership & Preaching

- Prepare and deliver biblically based sermons each Sunday
- Lead or oversee all worship services and special services (Christmas, Easter, etc.)
- Provide vision and direction aligned with the mission of Cornerstone Community Church

Pastoral Care & Shepherding

- Visit members in hospitals, homes, and nursing facilities
- Provide prayer, encouragement, and biblical counseling
- Officiate weddings, funerals, and baptisms
- Support families during times of crisis or grief

Church Leadership & Ministry Support

- Work closely with the church board and leadership teams
- Participate in planning, budgeting, and setting ministry goals
- Encourage, equip, and support volunteers and lay leaders
- Help develop and strengthen ministries (children, youth, adults)

Community Engagement & Outreach

- Be visible and active in the local community
 - Build relationships with families, schools, and local organizations
 - Encourage outreach, evangelism, and church growth
 - Support special outreach events hosted by Cornerstone Community Church
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3. Secondary / As-Needed Responsibilities

- Lead or assist with Bible studies and small groups
 - Support youth and children's programming
 - Provide leadership in prayer gatherings or fellowship events
 - Oversee or contribute to church communications (bulletin, announcements, basic social media)
 - Participate in local ministerial or community groups, as able
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4. Desired Qualifications

- A sincere, growing personal relationship with Jesus Christ
- A clear calling to pastoral ministry
- Agreement with the core biblical beliefs of Cornerstone Community Church
- Some form of theological training (formal education or equivalent ministry experience)
- Experience in preaching and pastoral care preferred
- Ability to connect with people of all ages in a rural setting

5. Desired Personal Characteristics

- Warm, approachable, and compassionate spirit
- Strong integrity and servant leadership
- Self-motivated and dependable
- Good communicator and listener
- Flexible, creative, and willing to serve in multiple roles as needed

6. Work Schedule

- Sunday services and leadership (required)
- Weekday time for sermon preparation, visits, and administration
- Occasional evenings for meetings or events
- Availability for emergencies and pastoral needs

7. Compensation & Support

- Salary based on experience and availability
- Housing: housing allowance (if offered)
- Possible mileage reimbursement
- Vacation and time off to be determined
- Continuing education encouraged and supported as possible

8. Accountability

The Pastor of Cornerstone Community Church will be accountable to:

- The Church Board and Leadership Teams
- The Congregation, through regular communication and reporting

Performance reviews may be conducted annually or semi-annually.