Job Description

Title: Senior / Lead Pastor

(Rev. 08-18-2026)

I. Purpose and Philosophy of Ministry

Camarillo Community Church exists to glorify God by building an ever-expanding community of fully devoted followers of Jesus Christ through faithful adherence to the teaching of the Bible, engaging worship, intentional Christian growth and development, compassionate community impact, and clear evangelistic outreach.

The senior pastor must be gifted as a teacher and pastor and meet all biblical qualifications as an overseer as described in Titus 1, Ephesians 4, and 1 Timothy 3. The senior pastor is charged with the spiritual leadership of the church and must lead with a steadfast commitment to the authority, truth, and practical application of Scripture. In carrying out this leadership role, he is expected to cast vision for church ministries and oversee ministry activities that advance evangelistic outreach, discipleship, spiritual development, and meaningful service to the community (the senior pastor's vision is subject to confirmation by the board of elders). The senior pastor will have principal teaching and preaching responsibilities for Camarillo Community Church and will perform the primary role of shepherd for the congregation, equipping believers to grow in Christlikeness and to faithfully represent Christ in their homes, church, workplaces, and community.

We believe that God has laid upon the members of the local church the primary task of using their talents and spiritual gifts to make unbelievers disciples of Jesus Christ, and has laid upon the leaders of the local church the primary task of shepherding and equipping the members for that work (Matthew 28:19-20; Ephesians 4:11-16; 1 Peter 5:2). Our philosophy of ministry holds that biblical preaching and teaching, engaging and reverent modern worship, prayer, fellowship, service, and outreach must work together to help people encounter God, respond to the Gospel, grow as disciples, and serve as witnesses in the community. Sunday morning services, along with their Sunday morning support ministries, are key to achieving God’s purpose for us as a church. Accordingly, the senior pastor must prioritize Sunday morning services, dedicating sufficient prayer, planning, preparation, and quality execution to make the Sunday morning experience a spiritually meaningful encounter with God that is faithful to Scripture, accessible to guests, engaging for the congregation, and supportive of Christian growth. As a church body, we are committed to intentional discipleship, evangelism, and community

impact; accordingly, the senior pastor must passionately support and promote the development of Christ's followers along the path to Christlikeness and equip the church to share the Gospel in word and deed.

Note: The term lead pastor and senior pastor are synonymous.

II. Reporting Relationships

The senior pastor reports directly to the board of elders for Camarillo Community Church. Additionally, in accord with our church By-Laws, the senior pastor is a permanent voting member of the board of elders. The board of elders will meet to prepare, and provide input on the senior pastor's performance review. The elected Chairman of the board of elders will deliver the review in person to the senior pastor. The board of elders will provide ongoing performance-based feedback throughout the year as necessary.

III. Specific Responsibilities (40+ hours a week)

A. Direct the Program of Corporate Worship Services

With the advice and consent of the elder board, the senior pastor provides executive oversight of Sunday morning church services and all ministries that contribute to them, with primary responsibility for preaching and teaching. The senior pastor is expected to pursue a Sunday morning service style that meaningfully engages the current congregation while also attracting new members from the community the church serves. Service style includes the structure and format of the service, the use of audio and visual elements, the pastor's speaking style, the involvement of the arts, and an engaging worship experience. The effectiveness of the Sunday morning service style shall be evaluated by evidence of strong congregational engagement during services, the attraction of new members without avoidable loss or displacement of existing members, and further evidence that congregants are maturing in their faith. Although the senior pastor may invite others to speak from time to time, preaching and teaching biblical truth remain central responsibilities of the role. In seeking to preach "the whole counsel of God," the senior pastor's teaching should reflect a balanced emphasis on evangelism, discipleship, and calling believers to a life of surrender to Christ.

B. Baptisms and Communion

The senior pastor shall oversee the ordinances of believer's baptism and the Lord's Supper in accordance with the direction approved by the elder board. Baptism shall be practiced regularly as an act of obedience to Christ's command to make disciples and baptize them in the name of the Father, the Son, and the Holy Spirit (Matt. 28:19), and as a public identification with Christ in His death, burial, and resurrection (Rom. 6:3-4). The Lord's Supper shall also be observed regularly in obedience to Christ's instruction to

remember Him through the bread and the cup (Luke 22:19-20), and in keeping with the apostolic practice of proclaiming the Lord's death until He comes (1 Cor. 11:23-26). In planning and carrying out these ordinances, the senior pastor works in partnership with the elder board and pastoral staff; while providing leadership to ensure they are conducted in a biblical, orderly, and reverent manner.

C. Weddings and Funerals

1. The senior pastor will personally perform some weddings and provide programmatic oversight of all the pastoral staff qualified and licensed to perform weddings at or associated with Camarillo Community Church, to ensure that wedding ceremonies are biblical, honoring to God, and comply with applicable sections of the church By-Laws (Article 6, Section 1c).
2. The senior pastor will personally perform some funerals and provide programmatic oversight of all the pastoral staff qualified and licensed to perform funerals.

D. Oversee Church Ministries

The senior pastor will exercise oversight over those church ministries designated by the board of elders, regarding both their spiritual content and strategic direction. This includes ensuring that ministry content and strategic direction harmonize with the strategic direction of the church and protecting ministries from teaching inconsistent with the church's Statement of Faith. The senior pastor is also responsible for maintaining unity and congruence among all ministries so that they reflect a common mission, shared vision, and consistent ministry direction. He will supervise subordinate personnel in accordance with the church's organizational structure and carry out any additional duties assigned by the board of elders.

E. Leadership

The senior pastor must inspire church staff and lay leaders to devote themselves to the service of the church and the spreading of the gospel message. The senior pastor is expected to lead with humility, modeling a servant-leadership approach that reflects professionalism, accountability, spiritual maturity, and care for others. He must be skilled at mentoring, developing, and leading teams of lay volunteers, staff, and ministry leaders, serving as a visible role model of faithful Christian leadership in both word and conduct. In addition, the senior pastor is expected to lead the organization with influence, availability, and active engagement that can be regularly experienced by the congregation, staff, and ministry leaders. His leadership should include consistent on-campus engagement throughout the normal ministry week, including Sunday worship and other key ministry rhythms. This expectation should be balanced with appropriate

time for sermon preparation, study, prayer, reflection, and occasional off-campus pastoral responsibilities, meetings, and community commitments as they arise.

F. Budgeting and Planning:

The senior pastor is responsible for setting measurable objectives for all areas under his supervision. These objectives should enable him to fulfill the responsibilities outlined in his position description, while remaining within the approved budgets, policies, and procedures established by the board of elders and the executive pastor.

He will also collaborate with the executive pastor to ensure the annual budget preparation process aligns with and supports the church's established vision.

Note: The executive pastor leads the annual budgeting process and oversees all staff budget submissions.

G. Community Involvement

The senior pastor must cultivate and maintain relationships on behalf of the church with other Christian pastors and community leaders in Camarillo and the surrounding communities. The senior pastor will actively participate in the Camarillo Ministerial Association to promote the common goal of reaching the community with the message of the Gospel.

IV. General Staff Responsibilities

A. Theological Position:

1. The senior pastor must accept in writing the Camarillo Church Statement of Faith (http://camarillocommunitychurch.com/about-us/our-mission-beliefs) without exception or mental reservation.

B. Personal Growth and Discipline:

1. Maintain a daily quiet time - time to be alone with God (Ps. 5:3). Study and meditate on God's Word daily (Josh. 1:8). Pray without ceasing (1 Thes. 5:17).
2. Live a disciplined Spirit-filled life (Eph. 5:15-18).
3. Maintain a weekly accountability relationship with two or more mature believers who are members of Camarillo Community Church (James 5:16).
4. Faithfully support the work of Camarillo Community Church through personal financial giving. The senior pastor is expected to model regular tithing as an example to the congregation.

C. Spiritual Leadership

1. Continue to refine and develop leadership skills to increase your effectiveness for Christ (Phil. 3:12).
2. Inspire, train, equip, and model the practice of sharing the Gospel with others (Matt. 4:19).
3. Disciple others as modeled by Christ (Matt. 28:19).
4. Practice both private and public worship (Ps. 29:2).

D. Other General Staff Responsibilities

1. Support and advance the purpose of Camarillo Community Church by helping build fully devoted followers of Jesus Christ through faithful biblical teaching, engaging worship, intentional Christian growth, compassionate community impact, and clear evangelistic outreach.
2. Serve the church staff, congregation, and surrounding community with love, courtesy, integrity, and faithful care.
3. Respond humbly and positively to constructive feedback from the board of elders, congregants, colleagues, and volunteers.
4. Faithfully participate in church activities and ministries with visible engagement and servant-hearted support.
5. Convene and lead regular staff meetings.
6. Prepare regular ministry reports for the board of elders and participate regularly in elder board meetings as a permanent member.
7. Prepare agendas for and regularly lead staff retreats that refocus vision, encourage ministry leaders, and guide the ministry activities of the church.
8. Support and uphold the decisions of the board of elders with humility, unity, and respect, while faithfully honoring Scripture, the church's Statement of Faith, and the church By-Laws.
9. Put away bitterness, bickering, and critical spirits (Eph. 4:31-32).
10. Teach and model biblical principles of discipline and conflict resolution (Matt. 18:15; Matt. 7:5; 1 Tim. 5:19).
11. Promote unity, harmony, and love within the fellowship of the church (Eph. 4:3).

V. Qualifications

A. Required

1. At least three years of vocational ministry experience with a Christ-honoring church or Christian organization.
2. Fluency in English, including excellent verbal and written communication skills. Familiarity with Greek, Hebrew, and other biblical languages sufficient to support faithful biblical interpretation, responsible use of scholarly resources, and clear teaching is preferred.
3. Excellent interpersonal and leadership skills, marked by warmth, approachability, relational maturity, and a shepherding heart that helps congregants feel known, cared for, and encouraged in their walk with Christ.
4. If married, the senior pastor must, in accordance with the biblical qualifications for an elder, be "the husband of one wife" and faithfully lead his household in a manner that reflects mature Christian character and traditional Christian family values (1 Tim. 3:2, 4-5; Titus 1:6). His marriage and family life should serve as a visible model of faithful, loving, and orderly Christian leadership in the home.
5. If single, the senior pastor must live with purity, self-control, and mature Christian character, conducting his personal relationships and household life in a manner that reflects faithfulness to Christ, biblical integrity, and traditional Christian values. His singleness should serve as a visible model of godly devotion, relational wisdom, and orderly Christian leadership.
6. Excellent biblical teaching and preaching skills, with a demonstrated ability to communicate Scripture clearly, faithfully, and practically.
7. Possession or pursuance of a Bachelor's degree from an accredited university.
8. Possession or pursuance of a Formal theological education with a certificate or degree from a reputable Christian educational institution.

B. Preferred

1. Graduate degree from a reputable Christian seminary (Master of Divinity desired).
2. Three years of experience as the senior pastor of a Christ-honoring church.
3. Gifted biblical teacher with strong expository teaching skills and the ability to apply Scripture faithfully to current events, societal trends, and personal and family circumstances.

VI. Standard of Performance

This position is subject to an applicable Standard of Performance, which is the subject of separate correspondence.

Acceptance:

I accept the provisions and requirements of this Position Description:

Staff Signature	Date