



Position Description

Ward Church, Northville, Michigan

Senior Pastor

Reports to: Session

Status: Full-time, Salaried

FLSA Classification: Ministerial Exception

Date Updated: December 2025

Position Overview

The Senior Pastor is responsible for providing for the spiritual health and growth of the congregation, Session, and staff as set forth in God's Word. This position requires the gifts and qualities of a strong leader who will lead worship, connect well with the congregation, direct and oversee 50+ staff members, serve as Moderator of Session, and be an excellent communicator of God's Word. The Senior Pastor will develop and empower the congregation of Ward Church into a disciple-making church that is mission focused in reaching the community both locally and around the world.

The Senior Pastor will:

- 1. Preach with biblical depth, cultural discernment, and unifying clarity**
Provide Christ-centered, theologically rich preaching that addresses the complexities of modern life with wisdom, relevance, cultural sensitivity and hope.
- 2. Create and communicate long-term vision aligned with Ward's values and mission**
Discern a Spirit-led direction for Ward's next chapter and articulate it clearly so the whole church—staff, elders, and congregation—can move together with purpose.
- 3. Strengthen belonging, community connection, and intergenerational discipleship**
Lead the Church in cultivating deep relational bonds, clear pathways for spiritual growth, and meaningful engagement across generations and backgrounds.
- 4. Guide Ward's local and global missional presence with clarity and compassion**
Champion outreach, evangelism, mercy, and partnership—ensuring Ward remains an outward-facing church that serves its community and world faithfully.



5. **Build, empower, and deploy the staff team**
Develop a healthy, collaborative staff culture; clarify roles; expand leadership capacity; and provide mentorship, alignment, and accountability.
6. **Shepherd the congregation through cultural change and spiritual formation**
Equip the Church to face cultural complexity with a biblical imagination, resilient faith, and the ability to live as a Christ-centered community in a rapidly shifting world.

Ward Mission, Church Values, and Staff Values

- **Mission Statement:** *Leading generations to live and love like Jesus.*
- **Church Values:** *Thoughtful Theology, Audacious Generosity, Healthy Families, Global Reach, and Extra-Mile Hospitality.*
- **Staff Values:** *Model What We Teach, Give Ministry Away, Make it Better, and Fight for Each Other.*

Professional Qualifications

- **Education:** Master of Divinity required; Doctorate preferred.
- **Experience Preferred:** Ten or more years serving in a leadership and shepherding role as Senior or Associate Pastor of a 500+ member church, with oversight for administration and ministry areas while managing staff, numerous ministry areas and budget.
- **Ordination:** Already ordained or ability to be ordained in the Evangelical Presbyterian Church (EPC) in accordance with the Book of Order prior to installation.
- **Doctrinal Alignment:** Agreement with the purpose and core values of Ward Church and the EPC.



Personal Attributes

- A Christ-centered, biblically grounded preacher with the ability to teach and preach from the Reformed tradition with depth, clarity, cultural relevance, and pastoral warmth – uniting a diverse congregation around Scripture and the person of Jesus.
- A spiritually mature, emotionally grounded leader who demonstrates personal integrity, humility, resilience, and a non-anxious presence that cultivates trust and stability in a congregation and staff ready for updated vision.
- A strategic and collaborative team leader who is skilled at clarifying direction, empowering staff, aligning ministries, and building healthy systems that sustain long-term missional impact.
- A developer of people and discipler of leaders who invests deeply in spiritual formation, emerging leaders, volunteers, and staff – promoting a church culture where discipleship is relational, intergenerational, and mission-driven.
- A unifying and relational shepherd who is emotionally intelligent and approachable; able to navigate cultural and generational differences with grace, strengthen congregational bonds, and foster a climate of unity, trust, and openness.
- A leader capable of guiding generational and cultural transition, who is comfortable embodying and leading change with humility and wisdom.
- A missional visionary for a changing world who understands Ward's unique calling as a stabilizing relational force and can mobilize the church to engage both local and global mission with clarity and compassion.

Focused Areas of Responsibilities

A. Primary Pastoral Responsibilities

1. Preach biblical truth with depth, cultural discernment, and unifying clarity.
2. Update and communicate long-term vision aligned with Ward's values and mission.
3. Strengthen belonging, community connection, and intergenerational discipleship.



4. Guide Ward's local, regional, and global missional presence with clarity and compassion.
5. Train, equip, coach, empower, and deploy the staff team.
6. Shepherd the congregation through cultural change and spiritual formation rooted in biblical truth.
7. Participate in annual budget development process. Provide oversight of solid fiscal responsibility and financial stewardship.

B. Reporting Staff

1. Delegate authority and responsibility to staff members as needed to accomplish their ministries.
2. Ensure each staff member is accountable to the Senior Pastor for their activities and accomplishments.
3. Be accountable to the Session for the administration and oversight of staff members.

C. Preaching and Teaching

1. Serve as the primary preacher at weekend worship services, preaching biblically grounded, culturally relevant sermons that present the Gospel and advance the purposes of the Church.
2. Assign the preaching schedule and delegate preaching responsibilities to other doctrinally sound ministers, as appropriate.
3. Lead the worship ministry staff and leaders in preparing worship services with continuity and meaning.
4. Study at a consistent depth for excellent teaching and preaching that is reflected in a life that aligns with what is being preached.
5. Share in the broader teaching ministry of the Church by contributing to group curriculum and filling occasional teaching roles within Ward.



D. Vision and Leadership

1. Collaborate with the elders and leadership team in discerning and refining the Church's vision.
2. Serve as the primary communicator and catalyst for implementing and reinforcing the vision.
3. Through teaching, mentoring, and preaching from the pulpit, inspire the congregation to the fulfillment of the vision.
4. Lead the Session and leadership team in developing and implementing future-directed goals and strategies.
5. Train, equip, and develop staff members; build staff team cohesion and culture.
6. Participate as needed in the hiring of new staff.

E. Shepherding and Care Giving

1. Shepherd the staff and elders.
2. Minister by phone, text, email, letters, and in-person to the congregation and community.
3. Accept a limited number of weddings, counseling appointments, and funerals.
4. Be consistent in prayer for the Church and leading the Church in prayer.

F. Ambassador and Spokesperson

1. Represent Ward Church in the community and EPC.
2. Cultivate a network of church and community leaders.
3. Serve as the primary spokesperson to media as needed.
4. Seek out relationships with unchurched people and model responsible personal evangelism.



Accountability

1. To God through prayer and leading by the Holy Spirit.
2. To Session quarterly and corporate officers monthly (i.e., Clerk of Session, Assistant Clerk of Session, Chair of Trustees, Assistant Chair of Trustees) through detailing current achievements, challenges, and resources needed for the advancement of Ward's stated goals and mission.
3. To Session for annual performance review, based on the Position Description and agreed-upon goals.

To Apply

To apply for the role of Ward Church Senior Pastor, fill out the application found [here](#).

You will be prompted to answer a few questions and then redirected to a different site to upload your resume, statement of faith and other relevant documents. Once the documents are uploaded, be sure to return to the original form and hit the 'Submit' button.