

## **Lead Pastor Profile**

**Priorities :** The lead pastor's primary responsibilities: leadership, preaching, teaching, discipleship, and pastoral care.

### **Essential Ministerial Expectations:**

1. Life-long passion to be a student of God's word in study and research.
2. Develop and deliver engaging, biblically-based expository sermons during worship services, as well as on special occasions and events as requested (funerals, weddings, etc.).
3. Facilitate and encourage spiritual growth and discipleship through the development and implementation of our existing Discipleship Pathway and other ministerial programs.
4. Affirm and lead the congregation in the ordinances—baptism and communion.
5. Provide visioning and organizational leadership that is focused on enlisting gifted individuals to create excellence in ministry.
  - a. Identify and coach lay-leaders and staff to support the vision and strategic plan for the church's influence in the broader community.
  - b. Administrate church operations and personnel management.
  - c. Enlist lay leadership for ministry leadership, financial budgeting/planning, and facility management.
6. Provide spiritual leadership and pastoral care to the congregation, fostering a culture of personal discipleship, faith, love, and service.
7. Oversee pastoral care for members and regular attenders, including visiting the sick, counseling those in need, and offering support during times of crisis.
  - a. This role should include training and delegation to gifted lay-leaders to accompany and assume some accountability.
8. The lead pastor is a member of the Elder Board, and will work with Elders, Deacons, and ministry teams to accomplish the ministries of the church.
9. Mentor, supervise, and support church staff and volunteers, fostering a positive, collaborative work environment with leadership development in focused ministry.

### **Skills/Knowledge/Education:**

1. A deep commitment to the Gospel of Jesus Christ, consistent with our Statement of Faith.
2. Strong leadership skills, with a passion for empowering others and fostering a collaborative, team-oriented environment.
3. Bachelor's degree required from an accredited institution, or an equivalent combination of education and experience. Seminary degree preferred.
4. Lead pastor experience and ordination is preferred but not required..
5. A deep understanding of and commitment to the Bible and agreement to our Statement of Faith.
6. A shepherd's heart and the ability to provide compassionate and empathetic support to congregation members and regular attenders in times of need.