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**LEAD PASTOR/ELDER**

**OVERVIEW**

**Position Vision:** The Lead Pastor provides the overall direction of the church through teaching the Word, shepherding the flock, and multiplying leaders.

**Qualifications:** Those outlined in Scripture of an elder/pastor (1 Tim. 3:1-7; Titus 1:6-9; 1 Peter 5:1-4); some seminary/bible college training encouraged

**Time Commitment:** 40-50 hours per week; some travel

**Compensation:** Full time pay & benefits

**Reports to:** Elders/Congregation

**SPECIFIC RESPONSIBILITIES**

**Ministry of the Word** – Internalize the Word of God and communicate it regularly through sound biblical exposition

* Lead the preaching ministry of the church on Sunday mornings and overall ministry of the Word
* Prepare and preach the majority of sermons during corporate worship (~38 Sundays)
* Oversee weekly corporate worship services by working with our Worship Leader, Elders, Staff, and Serve Teams, including the execution of ordinances and other details related to Sunday ministries
* Ensure the church adheres to the Statement of Faith and protect the church from false teaching
* Oversee the Biblical Counseling Ministry
* Execute the ministry of the Word through writing and other modes of communication to engage nonbelievers and edify the saints.

**Vision & Strategy** – Seek the Lord for a biblical vision for the church and inspire others around that vision

* Lead the church to healthy and comprehensive growth according to a biblical vision of the local church
* Take the lead in setting and communicating the mission and vision of the church in concert with Elders and Staff
* Help oversee and execute our overall Discipleship Strategy
* Establish, communicate, and oversee the execution of the annual vision
* Lead the Elder Team and Staff through regular meetings, encouragement, support, and accountability in order to execute the strategic mission and values of the church
* Oversee specific ministries and evaluate the job performance of staff members in those ministries
* Evaluate the overall job performance of the members of our Elder Team
* Take the lead among elders in hiring ministry staff positions in accordance with the overall staffing plan
* Ensure that our financial ministry plan (budget) matches the overall vision of the church

**Leadership Development** – Execute the mission of the church through equipping leaders for the work of ministry.

* Oversee the leadership development strategy through identifying, equipping, and mentoring future elders, deacons, and ministry leaders
* Execute vision for our pastoral internship/residency program, including future elder and deacon tracks
* Coach and mentor future pastors and church planters entrusted to our congregation

**Pastoral Care** – Care for the flock through fulfilling pastoral responsibilities

* Lead Elder Team in executing shepherding strategy for member care
* Provide counseling to church members and others as needed
* Oversee multiple Small Groups, lead a Small Group, and meet associated shepherding needs
* Encourage regular attenders to pursue membership and lovingly hold current members to the standards of our shared covenant; going after wandering sheep as needed
* Provide an example to the flock in the areas of disciple-making, evangelism and leadership in the home

**Personal Growth and Development** – Pursue holiness and ministry growth in comprehensive fashion

* + - Meet weekly with another elder or mentor for spiritual accountability
		- Regularly meet other missional leaders for sharing ideas and mutual encouragement
		- Attend conferences, engage in intentional study, and receive coaching from ministry mentors