

Lead Pastor

Principle Function

To Lead Pastor is to provide pastoral leadership that assists in the development of a biblical vision for the church community and staff that ensures that the church body is equipped to fulfill the church's mission of loving God and loving people.

Spiritual Qualifications

- Demonstrate an unquestioned and vital commitment to Jesus Christ as Savior and Lord.
- Be thoroughly evangelical in faith, doctrine and practice.
- Have a personal character and lifestyle that is acceptable in accordance with 1 Timothy 3.

General Ministry Skills

- communicate effectively and comfortably in front of large groups of people
- develop and equip people for ministry
- motivate and organize people for effective ministry
- exercise diplomacy and flexibility
- perform general pastoral duties including preaching/teaching, weddings, funerals, crisis counseling, and hospital/homebound visitation

Character and Personality Traits

- A loving heart and a servant spirit
- Confidence in self and others
- Warm and relational personality
- Faithful in responsibilities by working hard and striving for excellence
- Willing to support and maintain unity with other leaders
- A team player and builder
- A self-starter and learner
- Humble, flexible, teachable and trustworthy
- Authentic and consistent spiritual walk and relationships
- Strategic thinker
- Good motivator

Duties and Responsibilities

1. Leadership
 - a. Provide visionary, strategic, and collaborative leadership for the life and ministry of the church, bringing discernment and focus to priorities that support the vision.

- b. Develop the congregation as a ministering community that cares for one another and is a missional body that reaches those outside the church for Christ.
- c. Provide oversight of the day-to-day operations, administration, and ministries.
- d. Work directly with the leadership team in planning and overseeing the implementation of the church services.
- e. Serve as a member of the leadership team, deacon team, and ad hoc member of every ministry team (including but not limited to the School Administrative Team of SCA), giving leadership to the leaders, being an equal brother in the Lord, and being accountable to the other leadership team members and deacons.
- f. Give final approval in developing staff job descriptions and oversee the fulfillment of all responsibilities assigned.
- g. Communicate regularly with each member of the ministry staff regarding his/her effectiveness in meeting agreed-upon goals and conduct an annual evaluation of each member of the leadership team.
- h. Ensure that church finances, policies/procedures, support staff, facilities, staff/board training, and other operations are positioned to carry out the vision.
- i. Seek regular input from the staff, deacons and other ministry team leaders.

2. Preaching and Teaching

- a. Engage in personal prayer and study of Scripture that leads not only to spiritual growth for himself but also for entire church community.
- b. Preach and teach the Scriptures according to his spiritual gifts and abilities.
- c. Be responsible for management of the preaching calendar.
- d. Other teaching opportunities as the Lord leads.
- e. Share oversight of the education ministries of the church with the leadership team.

3. Outreach

- a. Lead and develop an outreach attitude and ministry that the congregation will embrace.
- b. Assist in the total outreach effort of the church through planning and training.

4. Pastoral

- a. Oversee the pastoral and administrative staff of the church to provide for their personal and spiritual development, to ensure excellence in ministry, to maintain a healthy team environment, and to challenge each staff member to develop to their full potential in ministry.
- b. Share in the shepherding and pastoral care of the flock, counseling, visitation, etc., with the leadership team and deacons.
- c. Fulfill the duties of the pastoral office (i.e. weddings, funerals, etc.) as appropriate, or ensure that other members of the leadership team do so.