

Faith Covenant Church

Lead Pastor Job Description

Our vision for Faith Covenant Church is to **connect** people with God, help them **grow** into faithful followers of Jesus, and **serve** the church, community and world around us. Our vision has been expanded on in the strategic plan (Vision 20/20). It is the mission of the ministry staff to provide leadership, support, and guidance to the church as we move forward into Vision 20/20 and it is the overall mission of the Lead Pastor to provide the leadership within the ministry staff team to motivate and guide this effort. In addition to the new strategic plan we are also beginning a new building campaign that will require leadership from the Lead Pastor, church staff and lay leaders of the church. The key elements of the Lead Pastor's job description are the following:

Personal requirements- The candidate should manifest the following personal characteristics:

- Personal commitment to the Lordship of Jesus Christ, with an emphasis upon gentleness, self-control, character, knowledge of God's Word, spiritual maturity, personal prayer, and spiritual leadership, allowing the Holy Spirit to direct him/her
- Master of Divinity or equivalent and qualified to serve as a pastor in an Evangelical Covenant church
- A commitment to the Evangelical Covenant Church, its fellowship, theological stance and objectives
- Experience preferred in a local church, particularly in the areas identified below as areas of responsibility

Duties

1. **Worship.** Recognizing that worship should be the central priority of the Christian life, the Lead Pastor will:
 - a. Administer the sacraments
 - b. Conduct regular worship services in conjunction with the ministry staff, calling upon staff and lay people as necessary
 - c. Assure that the content of all worship is consistent with scripture and with God's leading
 - d. Regularly teach through sermons in worship services, with the primary focus being God's Word and the church's vision, goals and objectives
2. **Leadership and administration.** To effectively lead the Church, the Lead Pastor will lead and partner with the Church Staff, Board, and Executive Committee

The Lead Pastor will:

- a. Have a vision for the ministry of the church which is consistent with the church's Vision 20/20, goals, and objectives as expressed in the church's strategic plan. The pastor should communicate that vision effectively and in a manner which motivates the staff, church leaders and congregants to strive to achieve the vision, goals and objectives

- b. Provide leadership for all of the church staff functions, including the duties of directing the priorities of all staff, evaluating their efforts regularly in conjunction with the church leadership and assuring consistency with the overall direction of the church's priorities in implementing the church's strategic plan
 - c. Report regularly on the activities and effectiveness of the ministry staff to the church leadership and, if called for, to the congregation
 - d. Conduct staff meetings on a regular basis for the purpose of supervising the activities of the staff, assigning tasks and priorities, and planning for ministry
 - e. Serve as ministry staff advocate and liaison with the church leadership
 - i. Executive Board
 - ii. Worship Commission
 - iii. Nominating Commission
 - iv. Church Board
3. **Spiritual Growth.** If Christians are to be more like Christ we must grow deeper in our relationship with him. The Pastor will lead the congregation, by their example, to a deeper walk with Christ.

Personal Growth- The Lead Pastor will:

- a. Set aside time for personal study, prayer and devotions daily.
- b. Maintain an active prayer life and intercede on behalf of the church, its leaders and congregants.

Congregational Growth- The Lead Pastor will:

- a. Encourage spiritual growth to make and deepen disciples through spiritual disciplines, small groups, children, youth, and young adult ministries, and other church programs.
- b. Collaborate with the Vision 20/20 leadership to develop and implement the discipleship pathway.

4. **Outreach.** Recognizing that a personal relationship with Christ is the essential component to a fulfilled life for all people, the Lead Pastor will:
- a. Foster a culture of outreach that permeates every area of ministry
 - b. Encourage outreach activities on the part of the church members and friends, by personal example and by teaching
 - c. Encourage participation in missions, both locally and worldwide

- 5. Pastoral Care.** Recognizing that churches are critical for their members and attendees during times of crisis, the Lead Pastor will:
- a. Personally participate in meeting the spiritual needs of the church members and friends, when called upon to do so
 - b. Assist in the planning and implementation of systems in the church for helping members and friends in need
 - c. Maintain strict confidentiality in all matters of a personal nature, seeking permission when advisable to involve professionals in the care of members and friends in need
 - d. Strive to observe scriptural teaching regarding the proper ways to minister to and admonish members and friends who have strayed from their walk with Christ
 - e. Work in conjunction with the ministry staff to conduct visitation in order to remain close to the real needs of the church's congregants