



Rev: 05/19/25

*(Working Copy as of the Revision Date above. Subject to future changes.)*

## **Job Title: Lead Pastor**

**Reports To:** Elder Board

### **Job Overview**

The Lead Pastor of Grace Fellowship Church (GFC) will serve as the primary shepherd, preacher, and leader, working alongside the elders to cast vision, cultivate spiritual growth, and oversee the church's ministries. This individual must be a devoted follower of Christ with a heart for shepherding, a commitment to biblical counseling, and strong leadership capabilities.

---

### **Primary Responsibilities**

#### **1. Preaching & Teaching**

- Preach 35-40 Sundays per year, delivering biblically sound, engaging sermons that equip the congregation for spiritual growth and outreach.
- Cultivate an effective preaching team and develop the preaching schedule.
- Provide mentorship to the preaching team, offering feedback, assigned readings, and one-on-one coaching.
- Teach at various training events and conferences put on by the church.

#### **2. Prayer**

- Foster a culture of prayer within the church by leading staff prayer days and encouraging church-wide prayer.
- Personally pray for church ministries, staff, and members on a regular basis.

#### **3. Vision Casting & Church Culture**

- Collaborate with the elders to establish and communicate the church's vision and core values.
- Regularly reinforce GFC's mission and core beliefs through preaching, staff meetings, and personal engagement.
- Champion a culture of grace and truth within the church staff and body.
- Champion new ministry initiatives and lead major church transitions.

#### **4. Elder Board**

- Serve as a member of the Elder Board, attending meetings and contributing to problem-solving and strategic planning.
- Encourage elders by sharing relevant articles, Scripture, and insights for leadership development.
- Participate in business meetings and forums as determined by the elders.

#### **5. Discipleship & Leadership Development**

- Champion the Community Groups Ministry, with the expectation of leading a group.
- Engage with Community Group leaders through training events, appreciation banquets, and personal encouragement.
- Promote GFC's biblical counseling ministry.
- Support leadership development initiatives such as Servant Leadership Development (SLD), facilitating mentorship of future leaders in the church.

#### **6. Staff Leadership & Administration**

- Serve on the Staff Leadership Team (SLT) to address day-to-day church operations, staffing, and ministry challenges.
- Assist in hiring, coaching, and transitioning staff as needed.

#### **7. Pastoral Care**

- Officiate weddings and funerals as needed, providing pastoral care to families.
- Creatively encourage church members and volunteers.
- Attend and speak at events across all campuses.

---

### **Qualifications & Skills**

- A deep and personal relationship with Jesus Christ, demonstrated through a life of prayer, Scripture study, and integrity.
  - Strong preaching and teaching ability with a commitment to biblical authority.
  - Experience in church leadership, including staff oversight and ministry development.
  - Certification or deep involvement in biblical counseling (ACBC preferred).
  - Proven ability to mentor and equip leaders, fostering a culture of discipleship.
  - Strong administrative and organizational skills.
  - Heart for evangelism and outreach, with a commitment to engaging unbelievers.
  - Agrees with the church's constitution and bylaws, statement of faith, and position papers.
-

## **Character Requirements**

- Above Reproach
- Humble
- Approachable
- Trustworthy
- Godly Husband/Father
- Consensus Builder
- Team Player
- Transparent
- Fiscally Responsible
- Courage
- Peacemaker