Sample Job Description #2 – Lead Pastor

**Effective Date:** March 2018

**Title:** Lead Pastor

**Overview:**

WonderChurch Fellowship, a multi‐generational church of about 400 with a global ministry and ties to the Fellowship Pacific in BC and Yukon, is seeking a lead pastor. We expect the candidate to be Spirit filled, Bible believing and have a passionate relationship with Jesus. This lead pastor will demonstrate a dynamic and reproducible walk with God, be a proven gifted communicator, have an ability to equip others and be a dedicated team player. He will embrace the church’s mission to glorify God by making disciples of Jesus Christ.

**Position Purpose:**

We are a church dedicated to advancing the Kingdom of God. The Lead Pastor’s role is to provide visionary, strategic and collaborative leadership to the church, bringing discernment and focus to priorities that support our mission. The Lead Pastor will work with the Elders on developing vision that promotes the mission. He will lead the staff team in developing strategies for engaging, equipping and empowering the congregation to fulfill the church’s mission. Through sound, Biblical preaching the Lead Pastor will motivate and encourage the congregation to effectively glorify God as a community of Christ followers who love God, love people and make disciples.

**Expectations and Qualifications:**

1. Character

* One who lives a Spirit filled life, marked by exemplary Christ‐like character, beginning in the home as evidenced by a loving, stable marriage and healthy and thriving family life.
* He believes that the Bible is the inspired Word of God and its basic moral and religious teachings are true.
* He demonstrates and fosters the biblical values of grace, humility, hospitality, transparency and accountability.
* He has authentic empathy, born out of victory over hardship and testing in his own life and ministry. His ability to communicate God’s faithfulness through difficulty spurs others on to believe God for victory within the circumstances of their own lives.
* He has significant evidence of kingdom fruit in his personal life and ministry.
* He gladly gives God the credit for his success in life and ministry, rejoicing in all things; thereby leveraging every opportunity to honor God and point people to Jesus Christ.
* He understands, practices and promotes the value of Sabbath Rest and takes time for personal refueling.
* He lives generously and compellingly encourages a spirit of generosity in others.

1. Competency

* A gifted and transformational biblical preacher with application, whose passion for ministry springs from a spiritual burden for people.
* One who inspires people into a deeper and closer relationship with Christ through his preaching, teaching and modelling.
* A visionary leader who can describe previous ministry success in stretching and guiding believers to be mature in their faith, to serve in ministry and to grow in giving. He is able to mobilize, empower and equip God’s people to carry out the vision God has given to us for the sake of His glory.
* Willing to explore fresh and innovative ways to be relevant to all generations and those who are not engaged in Christian community.
* A fiscally wise steward of both personal and church resources.

1. Strategic Leadership Skills

* Ability to think strategically (understand the situation and plan a path to success) and effectively implement strategies (maintain focus and direction) that incorporate the congregation in fulfilling the church’s mission.
* Ability to develop insight into, and responses to, the strategic issues confronting the local church.
* Creative and innovative leader able to embrace and articulate the church’s core values, foundational beliefs and vision, and lead the congregation to implement plans for church growth, discipleship, community outreach, and advancing the gospel both locally and globally.
* Becomes the lead communicator of vision and direction for the church.
* One who works well in a pastor‐led and elder‐protected church culture. He champions a team-oriented staff environment, and fosters and encourages learning and positive risk‐taking.
* A proven team leader and team member.

1. Pastoral Care and Spiritual Development

* Able to lead the church in providing pastoral care to the congregation. (This will not be a primary role, as there are lay leaders in the congregation who also serve in this capacity along with the Senior Pastor).
* A leader by example in actively seeking God’s direction for our church, its members and himself through prayer and Bible study.
* Called to equip and encourage members in their spiritual development and growth through prayer and Bible study.

1. Missions
   * Called to and passionate about leading the church in outreach and sharing the gospel.
   * Enthusiastic about promoting and supporting both local and global missions opportunities.

**Other Information:**

1. Leadership Structure: The Lead Pastor is accountable to the Board of Elders. All staff members are accountable to the Lead Pastor.
2. Compensation: This is a full‐time salaried position with benefits.
3. Contact Information: Interested applicants may send a cover letter and resume to:

WonderChurch.SearchTeam@shaw.ca. (Confidentiality will be ensured.)

Church website: WonderChurch.ca