



GRACEPOINT

Lead Pastor Job Description

Characteristics

- Meets Biblical requirements for eldership.
- Passionate about the Word of God
- Life of integrity
- Willing and eager learner
- Demonstrates humility and authenticity in his relationships including:
 - self-awareness
 - teachability
 - submission to authority
 - team player
 - open to input from staff/elders
 - servant hearted
 - comfortable being mentally and spiritually challenged and receptive to constructive feedback
- Heart for the lost
 - Includes “seekers” in service prep and events
- Heart for people
 - Primarily through discipling staff and elders as specified in work breakdown
- Courageous
 - Willing to lovingly make difficult decisions to carry out the mission and vision of the church

Skills

- Effective preacher
- Visionary leader
 - Vision for mobilizing the church to live out the great commission.
 - track record of ability to revitalize ministries
- Team Builder
 - Ability to equip other
 - Ability to “replace themselves”
 - Actively works against lead pastor-centrism
- High level of executive function
 - Ability to lead others
 - High attention to detail
 - Organization
 - Clear and effective internal and external communicator
 - Including congregation, elders and staff

Work Breakdown

- Preaches 65% of the Sundays per year (~15 hours per week)
- Casting and executing the vision of the church (~5 hours per week)
- Overseeing executive function of the church (~10 hours per week)
- Discipling staff and elders (~10 hours a week)
- Pastoral care (~5 hours a week)

Duties and Responsibilities

- Work with worship pastor to plan Sunday services.
- Serve as spiritual leader of the church alongside elder board.
- Provide overall leadership and vision for the direction of the church.
- Provide administrative leadership for the church to ensure that staffing and facilities are effectively aligned with the mission and vision of the church.
- Meet with church elder board on a regular basis to ensure and evaluate implementation of the church's mission and vision.
- Disciple and mentor staff.
- Disciple and mentor elders.
- Oversees the development of and adherence to church policies and procedures.
- Preaching preparation/study.
- Work with pastoral team to develop sermon calendar.
- Continual leadership development.
- Perform other related duties as necessary or assigned.
- Provide pastoral care as needed.

Qualifications

- Master's degree in ministry related field and 5+ years of pastoral leadership experience or undergraduate degree in ministry related field and 10+ years of pastoral leadership experience. Previous Lead or Campus Pastor experience preferred.
- A calling to pastoral ministry
- Self-led follower of Jesus
- Agreement with the EFCA Statement of Faith
- Meets biblical requirements for eldership.

To apply, please follow the instructions found in the lead pastor packet:
<https://gracepoint.life/job-openings>