

LEAD PASTOR PROFILE

The lead pastor will model the purpose of Four Mile Church of “helping people take their next steps toward Christ, together!”. The lead pastor will be the primary leader, teacher, and visionary and will have a broad responsibility for the spiritual welfare, growth and life of the church.

In addition, the lead pastor will:

- Have a vital walk with Jesus Christ demonstrated by faithfulness, passion, and an appreciation for God’s glorious grace.
- Have a firm commitment to the authority and infallibility of the word of God in the Scriptures of the Old and New Testaments.
- Possess a passion and strong giftedness in the ability to creatively and clearly communicate biblical truth.
- Practice evangelism and discipleship and be committed to equipping others to do the same.
- Display an understanding of the alignment of church strategy and vision within a local community context.
- Pursue and lead well through Kingdom-advancing change, being willing to think outside the box, push the envelope and disciple the community through it.
- Honor where we have been and appreciate where we are, while looking forward to where we are going.
- Be mission-minded with an urgency to bring Christ to people.
- Have strategies and plans for how we will multiply as well as how to assimilate into our community of faith those who come to know and love Christ.
- Love God’s people in a dynamic way so that they feel it to their core.
- Be marked by deep, Christ-like humility, with a love for the Church that is evidenced by whole-hearted devotion to service.
- Be filled with a passion to build community and healthy relationships.
- Primarily possess the Spiritual Gifts of Faith, Leadership, Teaching & Preaching and Evangelism and secondarily the gifts of Wisdom, Discernment and Intercession.
- Be highly skilled with leadership competencies surrounding Managing Vision & Purpose, Courage & Perseverance, Motivating Others, Interpersonal Savvy and Priority Setting/Organizing/Planning.
- Be actively seeking to lead his family into relationship with Christ. The lead pastor’s family should be supportive of God’s call on his life. The successful candidate is expected to relocate to within the community of the church.

KEY RESPONSIBILITIES

- Guide the church in pursuit of its mission, strategy and living out what we believe.
- Elders
 - Accept and honor elder leadership and oversight
 - Work with and develop elders
 - Partner with elders, assuring mission focus and advancing church wide ministries
- Staff
 - Lead by example and set clear expectations
 - Manage and develop the leaders and staff
 - Equip the leaders with the skills, tools and resources to enable effective management of their teams and volunteers
- Vision cast
 - Elders
 - Staff
 - Congregation
- Serve as the primary teacher and preacher
 - Develop congregation's theological and spiritual life through biblically sound preaching and teaching
 - Primary Sunday morning preacher
 - Regular teaching at adult level
- Evangelism
 - Practice and develop gospel outreach
- Finance
 - Work with finance team to develop sound financial practices
 - Develop funding for ministry
- Congregational Care
 - Provide counseling, support, visitation, etc.
- Child-Care and Pre-School Oversight

KEY REQUIREMENT

- Ordination in ECO denomination (or willingness)
- Master's degree in theology or divinity

PREFERRED WORK EXPERIENCE

- Experience in multi-staff setting