
Sample Lead Pastor Job Description #2

Position Requirement	Full Time, Licensed, Ordained
Responsible To	Board of Elders
Responsible For	Board of Elders, SLT, Staff, Worship Ministries

Pastoral Focus

As a member of the Senior Leadership Team (SLT), the Lead Pastor will serve to grow the heart, values, and ministry vision of the church. Giving pastoral leadership to the whole body, as well as direction to the Board of Elders and the SLT, the Lead Pastor will maintain a pastoral focus that seeks spiritual direction and guards the spiritual temperature of the body. The objective of the Lead Pastor is to build and equip the body for Spirit-led life and ministry.

Senior Leadership Team Leader

- Model Spirit-led, collaborative leadership among the SLT.
- Develop a written Strategic Plan in conjunction with the SLT (and for approval by the Board of Elders) and ensure that it is updated at least annually.
- Ensure required actions to implement the strategic plan are developed and implemented; regularly monitor progress and effectiveness of actions taken.
- Give oversight to development of annual budgets consistent with the strategic plan and ensure financial accountability.
- Conduct an annual review of the effectiveness of SLT, pastoral, and administrative staff, and worship ministries in achieving their strategic plans.
- Implement and maintain a performance and compensation review program for SLT, Accountant(s), and Front Desk Admin.
- Be available to perform weddings and funerals as required.
- Provide pastoral care to the congregation and community.



Major Responsibilities

- Provide leadership to the Board of Elders, SLT, staff, and congregation in keeping with the Scriptures and the mission, vision, and values of the church.
- Give oversight to teaching, preaching, worship, and public ministry gatherings at the church, involving staff and lay participants.
- Oversee the hiring and management of all staff in conjunction with the SLT and related committees of the Board of Elders.
- In conjunction with the Board of Elders, ensure appropriate policies are in place for good governance and effective administration.
- Responsible for the ongoing nurture of spiritual leaders within the church.

