

LEAD PASTOR



Job Description &
Church Overview



First City
CHURCH

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Lead Pastor Job Description

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POSITION SUMMARY

The Lead Pastor works in collaboration and unity with the Elders, Deacons, and Staff. He must affirm, support, and lead in alignment with the beliefs, mission, values, and strategy of First City Church. His primary duties include:

- serving as a preaching and teaching elder (1 Tim. 5:17, Eph. 4:11, 2 Tim. 4:2, and Titus 1:9),
- shepherding the people of First City Church (1 Peter 5:2), and
- providing organizational leadership and oversight to the ministries of First City.

He shall be directly accountable to the other elders, who will advise and assist him.

Employment Type & Compensation

- Full-time, salaried (40+ hours per week).
- Compensation will be determined by the Hiring Team based on experience, education, and needs.
- Benefits Package: housing allowance (per IRS limits), paid holidays and PTO, health insurance, life insurance, disability insurance, and education reimbursement. Dental and vision insurance are available.

QUALIFICATIONS

Spiritual & Character Qualities

- Demonstrate a stable, mature Christian walk, reflecting the requirements of a pastor (1 Timothy 3:1-7; 2 Timothy 2; Titus 1:5-9): above reproach, self-controlled, gentle, not greedy, hospitable, able to teach the Bible, a faithful husband and, where applicable, an effective father.
 - Exhibit the fruit of the Spirit (Galatians 5:22-23).
 - Prioritize fervent, prevailing prayer and dependence on the Holy Spirit for ministry.
 - Hold fast to God's Word as the foundation for all life and ministry (1 Timothy 4:13-16).
 - Handle conflict and disagreement in a healthy, godly manner.
 - Remain humble and open to feedback and correction.
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Education & Experience

- Bachelor's degree required; graduate-level theological degree preferred.
 - Minimum of 10 years of pastoral ministry experience.
 - Experience preparing and preaching gospel-centered, expository sermons.
 - Experience leading a staff team.
 - Experience leading an elder team.
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Leadership Skills & Ministry Competencies

- Joyfully lead out of a commitment to First City Church's philosophy of ministry.
- Think strategically about the ministries and discipleship needs of First City.
- Articulate ideas clearly with well-developed interpersonal skills.
- Develop, define, and implement vision and key goals.
- Model servant leadership.
- Build ministry teams by equipping elders, deacons, staff, and members and delegating meaningful ministry responsibilities.

RESPONSIBILITIES

Preaching, Corporate Gatherings & Pastoral Ministry

- Preach at least 30 times per year.
 - Devote significant time to the study of the Word and prayer.
 - Lead in the observance of the sacraments.
 - Oversee the planning, organization, and theological integrity of all corporate worship services.
 - Provide biblical counsel.
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Leadership & Staff Development

- Lead and cooperate with other pastors/elders and paid staff to accomplish the church's purpose in both discipleship and outreach.
 - Coach and mentor staff with monthly one-on-ones.
 - Lead, oversee, and coordinate with church leadership as they perform their assigned responsibilities.
 - Provide leadership in selecting, enlisting, and training qualified persons for church leadership.
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Governance, Membership & Administration

- Oversee the church's operations and ensure they align with the church's mission and values.
 - Coordinate the process of membership, termination of membership, and church discipline.
 - Prepare and administer the annual financial budget.
 - Coordinate and oversee member meetings.
 - Abide by and ensure the church's bylaws and policies are followed.
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Outside Networking

- Build relationships with other churches, networks, and community organizations.

OUR STORY

To help candidates understand the church they would be called to shepherd, the following pages provide an overview of First City's story, community, mission, values, and ministry distinctives.

At First City Church, we seek to be witnesses in Jerusalem, Judea, and to the ends of the earth. Since planting, we have been blessed to see God work through our congregation locally, regionally, and internationally. In all of this, we seek to remain gospel-centered.

Locally

Locally, our congregation is shaped by a strong commitment to Scripture and orthodoxy, along with a welcoming posture toward people from all walks of life. Visitors often remark about the hospitable atmosphere they experience on Sundays, and many have found First City to be a place of refuge. **Over 500 people, including most members, participate weekly in Gospel Communities**, where discipleship and fellowship continue throughout the week.

Since planting 10 years ago with about 150 people (80 adults/70 children), **we have grown to a typical Sunday attendance of more than 375, including 180 children**. Our congregation includes people from nearly every age group, but families with young children and teens are our largest demographic, contributing to our large and active children's and youth ministry. Both men and women serve across all of our ministries, and the level of engagement from men is especially strong and healthy. Our congregation reflects the economic diversity of our community and is mostly White, with Black, Asian, and Latino members as well. We have several native and fluent Spanish speakers, and we occasionally sing verses in Spanish on Sundays.

Since planting, we have met in the local high school auditorium, where we set up and tear down each Sunday. Our offices are in a small church building about two miles from the high school. While we use our church building's auditorium for gatherings such as our youth ministry, Members Meetings, and various equipping events, the auditorium is too small for our Sunday morning gatherings. We hope to eventually build or acquire a facility large enough to accommodate our church's Sunday morning gatherings.

Regionally

Regionally, we draw members from surrounding towns to our Sunday gatherings and Gospel Communities. We also partner with other churches and ministries to serve throughout the area.

Internationally

Internationally, First City Church collaborates with churches and ministry partners in the Dominican Republic and Nepal. This includes partnering with in-country missionaries, equipping church planters, sending short-term mission teams, and supporting churches relationally and financially.

BELLEVUE NEBRASKA

About Bellevue, Nebraska

Bellevue is the kind of place where history runs deep, the military brings global influence, and everyday life feels grounded and neighborly. It's not flashy, but it's steady, welcoming, and full of people building families, friendships, and community.

Bellevue began in 1822 as a fur-trading post and is recognized as Nebraska's oldest continuous settlement. From the late 1800s on, the military reshaped the city. World War II accelerated that transformation, and Fort Crook became Offutt Air Force Base, now the headquarters of U.S. Strategic Command. That military presence drove major population growth from the 1940s onward and continues to play a huge role in Bellevue's identity, bringing people from around the country and the world to call Bellevue home.

Today, about 65,000 people live here. It's a young, active, family-friendly city with a median age around 36. Nearly half of households are married couples, and about 30% of households are raising children. Median household income is in the mid-\$80,000s, with roughly 8% of residents below the poverty line. Bellevue feels suburban in the best way—neighborhoods, parks, schools, and people who still wave when they walk by.

Bellevue is also steadily growing in diversity. About two-thirds of residents identify as White, with vibrant Hispanic/Latino (around one in six), Black, Asian, Native, and multiracial communities woven through the city. That mix, combined with the steady rhythm of military families moving in and out, gives Bellevue a broader, more cosmopolitan perspective than you might expect in a Midwestern suburb, even as it retains a deeply local, small-city feel.

Churches in Bellevue, Nebraska

About half of Bellevue is not affiliated with a church. Of those who are affiliated, about half identify as Catholic. First City is among the five largest churches in town. The other churches have been established for more than 40 years and have their own worship locations. Including smaller congregations, Bellevue numbers 40+ churches.

	% of Bellevue Population	Examples of Bellevue Churches
Catholic	24%	St. Mary's, St. Matthew's
Non-Denominational	7%	Calvary Christian, First City Church
Lutheran	5%	Thanksgiving Church, Pilgrim Lutheran
Southern Baptist	4%	Lifespring Church, First Baptist Bellevue
United Methodist	2%	St. James United Methodist
Assemblies of God	1%	Bellevue Christian Center
Other	7%	--
Unaffiliated	50%	--

MISSION & IDENTITIES

Mission

First City Church exists to glorify God by making disciples, planting churches, and working for the good of our city.

Gospel Identities

FAMILY

In Christ, we have been adopted into God's family as his sons and daughters. We are no longer orphans, alienated from God and each other, but brothers and sisters in God's family.

STUDENT

In Christ, we are now students of God's word who desire to come under Jesus's teaching, submit to his ways, and learn what it means to live for God's glory.

SERVANT

In Christ, we are servants in His world, zealous for the good works he has prepared for us. We do not seek to be served but to serve, willingly sacrificing for the good of others and the glory of God.

MISSIONARY

In Christ, God delivered us from our slavery to sin and self so we are now missionaries sent to reach our city through living "ordinary life with gospel intentionality."

CORE VALUES

The DNA of First City Church is built around the core values that we are a gospel-centered community on mission. These core values shape our philosophy of ministry, the way we disciple one another, and the way we build systems and structures.

Gospel-Centered

The Gospel is the good news that God is saving sinners through the life, death, and resurrection of Jesus Christ. It is the historic, foundational, powerful, and comprehensive story of God's redemption. At First City Church, the gospel of Jesus Christ is at the center of who we are and what we do. It is of first importance. It is not just the door to the Christian faith; it is the entirety of the Christian faith! The gospel changes everything: our identity, our purpose, our community, and our world. Our gospel-centered value is expressed in four primary ways:

GOSPEL-CENTERED THEOLOGY

At the center of Scripture is Christ and the gospel. All theology finds its fullest expression and meaning in Christ and the gospel. The gospel is simple in its message yet wonderfully rich, deep, and multi-faceted. There is not a square inch of life, thought, theology, or philosophy that isn't touched by Christ and his gospel. As a church, we ground all practice and strategy in Scripture and with deep theological thought and purpose. But we always engage theology with a gospel lens! Every theological position we take is articulated to explain how it connects to Christ and the message of the gospel.

GOSPEL-CENTERED IDENTITY

The gospel is transformative; it gives us new identities, new purposes, and new values, which lead to new practices. We do not follow Christ to earn an identity. Rather, we have been given new identities in Christ, and we now walk in the new life and identities He has given us. At First City, we regularly talk about four identities we now have in Christ: Family, Missionaries, Servants, and Students. Each of these gospel identities is an important expression of our life together as a church.

GOSPEL-CENTERED COMMUNITY

It is Christ and the gospel that unites us, not race, class, gender, stage-of-life, political party, education, or parenting styles. The gospel unites us to be a multi-ethnic, multi-generational church family made up of people from different social classes with different education levels, political affiliations, and parenting styles. We celebrate such unity and diversity! We are also defined by our proclamation and teaching of Christ, not by secondary theological issues. While we have deep convictions on issues such as election, baptism, the gifts of the Spirit, and the end-times, we do not make those issues our defining mark. Our gospel-centered theology leads us to say: "in essentials unity, in non-essentials liberty, in all things charity."

GOSPEL-CENTERED DISCIPLESHIP

The gospel not only saves us (justification) it also transforms and renews us (sanctification). As followers of Jesus, we grow in our love for Christ and become more like him as we more deeply behold and treasure the gospel, as we more deeply believe the gospel, and as we more faithfully put on Christ by applying the truths of the gospel to our lives. Because we believe that the gospel is the power that saves and the power that sanctifies us, we have a high view of confession, repentance, and transformation. We practice ongoing confession and repentance knowing that God is faithful to forgive our sins and cleanse us from all unrighteousness. We teach, encourage, exhort, and challenge one another to grow in love, faithfulness, and obedience to Christ because we are confident in the Spirit's work to renew us and make us more like Christ.

Community

From the beginning, God has purposed to save a people for himself. When God saves us, he doesn't save us to live in isolation. Rather, he saves us into a family, into a community: the church. As the people of God, our community is created, sustained, and upheld by God. By the grace and power of God, we are now a family, brothers and sisters in Christ, committed to making disciples, planting churches, and blessing our city. And we do this together:

TOGETHER, WE WORSHIP:

Each Sunday we gather as the people of God to be formed together by the Spirit of God through singing, professing our faith, prayer, hearing the word of God preached, confessing our sin, receiving the Lord's Supper, and greeting, encouraging, and serving one another. We are then sent out together as a worshipping community on mission to make disciples.

TOGETHER, WE DISCIPLE, SERVE, AND LIVE ON MISSION:

The church is central to God's purposes in salvation, mission, and discipleship. It is the primary context for our discipleship and mission. As such, we disciple, serve, and live on mission together as a community. Through the community of the church, we teach and equip one another for the work of ministry. Through the community of the church, we disciple one another to grow up in maturity in Christ. Through the community of the church, we love and serve one another and our city, and through the community of the church we proclaim the gospel to our world.

TOGETHER, WE SACRIFICIALLY COMMIT:

As brothers and sisters in Christ and members of God's household, we are family. A healthy family requires commitment, trust, and sacrifice. A healthy church requires the same: members who sacrificially commit to living for God's glory and who no longer live in isolation but prefer one another, sacrifice for one another, and enjoy being together. As a community, we are all called to take ownership of the mission, work, and life of the church.

TOGETHER, WE PURSUE AND GUARD UNITY:

As a community united by Christ and in Christ, the church is to display the reconciliation accomplished by the gospel. The church is to be a picture and a foretaste of that future day when all who are in Christ, no matter race, culture, or class, will be united together worshipping their King. In love and devotion to Christ, we pursue and guard the unity he accomplished. We proactively prevent bitterness and division from taking root in our hearts and in our community. We are humble, gentle, loving, and patient with one another. We bear with one another and forgive one another.

Mission

Since the fall of humanity into sin, God has been on a great rescue mission to save sinners. This mission was planned by the Father, accomplished by the Son, and is now advanced by the Spirit. And those redeemed by God now join him on mission. Jesus commissioned his disciples to take the good news of His kingdom into all the world. The church is God's called-and-sent people, living on mission in the world by proclaiming his gospel and living for his glory. As a gospel-centered community, we live out the mission of God through these primary practices:

WE PROCLAIM THE GOSPEL:

The gospel is a story, a message, a declaration of "good news," that God saves sinners through Jesus Christ. We joyfully and winsomely proclaim the gospel message to our world. We listen carefully to the questions and objections of our world in order to give an answer for the hope that is within us.

WE LIVE “INCARNATIONAL” LIVES:

God's people are called to live an incarnational existence - living on mission with Jesus in our homes, our neighborhoods, our workplaces, and our spheres of influence. Mission isn't something we step out of normal life to do; rather, throughout the normal rhythms and routines of our daily lives, we look for opportunities to share the gospel. We live “ordinary life with gospel intentionality.”

WE PRACTICE HOSPITALITY:

We reflect the welcoming heart of God as we exercise openness and offer invitation and welcome to all people, especially “strangers” and those who are “foreign” to us. We open our lives, our hearts, and our homes that others may experience the love and grace of God. We give people space to ask questions and express doubt, angst, and pain. On Sundays, we warmly welcome guests, avoid unnecessary jargon, and are careful to explain what we do.

WE BLESS OUR CITY:

As the people of God on mission, we do not withdraw from culture, but seek to be a transforming influence in culture for the glory of God. We want our city to experience greater righteousness and justice, for people to thrive and flourish because of the power of the gospel. So, we love and bless our city through acts of mercy and service. We invest in our city financially and participate in local government, city organizations, and other aspects of local community life.

WE PLANT CHURCHES:

As more and more people become disciples of Jesus, new churches are birthed. Church planting refers to the active multiplication of new churches – and this is the primary mission strategy we see in the New Testament. The book of Acts depicts the spread of a church-planting movement throughout Asia and Europe. Almost all of Paul's letters were written to new churches either he or someone else he knew had started. We follow this biblical pattern by investing time, resources, and energy to launch, grow, and sustain new churches.

PHILOSOPHY OF MINISTRY

Core Practices

The Mission and Core Values of First City Church are lived out in the following Core Practices:

- **Liturgical Worship** – Each Sunday we gather to tell the story of the gospel through singing, professing our faith, praying, sitting under the reading and preaching of God's word, confessing sin and receiving assurance of our pardon, and partaking in the Lord's Supper.
- **Gospel Community** – Each week, we gather in Gospel Communities (small groups) for the purposes of community, discipleship, service, and mission of the church.
- **Training and Equipping** – We utilize strategic discipleship contexts, e.g., Bible studies, theology seminars, workshops, leadership development, and conferences to grow as disciples and equip the saints for the work of ministry.
- **Pastoral Care** – Pastors care for and shepherd the church, and they also equip and develop members for the work of care and counsel.
- **Missional Intentionality** – We show generous hospitality to those far from Christ, inviting them into our lives, our homes, and our church; we live as a faithful presence in our jobs and community to shine the light of the gospel.
- **Missional Partnerships** – We partner with organizations in our city for the purposes of blessing those in need and shining the light of Christ in dark places.
- **Church Planting** – We partner with Acts 29, Church in Hard Places, and Promised Land Ministries for the purposes of supporting church planting and training church planters.

THEOLOGICAL & PASTORAL DISTINCTIVES

Within our broader statement of faith, particular Theological & Pastoral Distinctives shape the ministry of First City:

- **Reformed Soteriology** – We affirm the Five Solas of the Reformation and the sovereignty of God in salvation.
- **Covenantal View of Old Testament and New Testament** – We believe a singular story of God's covenantal grace unites the Old Testament and New Testament culminating in the person and work of Jesus Christ.
- **Soft-Credo Baptist Practice** – We convictionally practice the baptism of professing believers, but we do not require those baptized in gospel preaching, paedobaptist churches to be “re-baptized” in order to become members.
- **Continuationist** – We hold that all gifts of the Spirit are in operation today and should be sought for the purpose of the edification of the church.
- **Complementarian Leadership** – We affirm God's call to men to serve in the office of elder, but we believe the nature and responsibilities of deacons open the office to both men and women.
- **Elder Led / Congregation Affirmed** – We believe elders lead the church and carry decision making authority while seeking the wisdom and affirmation of the congregation for major decisions affecting the life and mission of the church.
- **Biblical Counseling and Common Grace** – We look to Scripture alone as sufficient to make us wise unto salvation and to empower us to grow in godliness. At the same time, we seek to utilize thoughtful, common grace insights and wisdom related to human psychology and counseling that we might better apply the truths of God's word to our lives.
- **Intergenerational Integration** – We purposefully and thoughtfully integrate children and teens into the life and ministry of the church that they may grow as disciples of Jesus under the care of their parents and other adults within the church.