

JOB TITLE: *Lead Pastor*

REPORTS TO: *Board of Elders*

EMPLOYMENT TYPE: *Full-Time*

LOCATION: *The Summit Church | 927 East Terra Lane, O'Fallon, MO 63366*

JOB SUMMARY:

The Lead Pastor provides overall leadership to the church, ensuring that it faithfully pursues its mission and vision. This position is responsible for preaching, teaching, spiritual guidance, and the pastoral care of the congregation. The Lead Pastor will work closely with the church staff, ministry leaders, and the Board of Elders to foster an environment of spiritual growth, evangelism, discipleship, and community engagement.

Key Responsibilities:

1. Preaching and Teaching
 - Prepare and deliver biblically sound and relevant sermons weekly, inspiring and challenging the congregation.
 - Lead regular trainings on the Gospel in the Bible, Gospel fluency. Classes should be interactive classes to promote a deeper understanding of how to become a disciple who can make a disciple.
 - Develop sermon series and content that has been prayerfully brought by Christ through the communication of the Holy Spirit that also aligns with the church's vision and addresses the congregation's spiritual needs.

2. Vision and Strategic Leadership
 - Develop leadership training so that the plurality of elders, deacons, and members can "do the works of ministry" (Eph 4).
 - Collaborate with the Board of Elders to set the vision and strategic goals for the church.
 - Provide oversight and leadership to church staff, ensuring alignment with the church's mission and vision.
 - Engage in prayerful discernment to guide the church's direction and initiatives.

3. Pastoral Care
 - Responsible to make sure that pastoral counseling and support happens for all to congregation members in times of need, such as illness, family issues,

and life transitions. Does not do all of the care, but makes sure pastoral systems work.

- Does not officiate all weddings, funerals, baptisms, and other key church ceremonies. However, leadership development takes care of these issues.
- Encourage the congregation in spiritual growth and discipleship. Responsible for systems to be in place to handle these crucial issues. (See Great Commission)

4. Leadership Development and Team Building

- Recruit, train, and mentor ministry leaders, volunteers, and staff to equip them for effective ministry.
- Facilitate a healthy church culture characterized by unity, compassion, integrity, and respect.
- Ensure the church's ministry leaders are supported and have clear roles and responsibilities.

5. Community Engagement and Outreach

- Actively participate in the local community, fostering relationships with other churches, organizations, and community leaders.
- Lead and promote outreach efforts to engage the community, serving as an example of Christ's love and mission.
- Encourage the congregation to live missionally and be active participants in local and global outreach.

6. Administrative Oversight

- Oversee church budget planning and manage financial resources responsibly with the Board of Elders and financial team.
- Ensure church policies and procedures are followed and updated as necessary.
- Maintain effective communication with the congregation through regular updates, newsletters, or social media.

Qualifications:

- Education: Bachelor's degree in Theology, Divinity, or a related field; a Master of Divinity (M.Div.) or equivalent is preferred.
- Experience: Pastoral ministry or a leadership role within a church setting.
- Qualifications: Meets the biblical requirements of elder, holds elder status.
- Theological Alignment: Must agree with and uphold the church's statement of faith and core values.

- Skills: Strong communicator, compassionate listener, visionary leader, and effective team builder.

Personal Attributes:

- Spiritual Maturity: A vibrant relationship with Jesus Christ, evident in daily life and interactions.
- Integrity: Demonstrates honesty, humility, and accountability.
- Relational Wisdom: Relates well with individuals from diverse backgrounds and age groups.
- Servant Heart: Committed to leading by example in serving others.