



the hope

"Loving people as we follow Jesus into our next step."

Lead Pastor Position Description

Direct Report

The Lead Pastor reports to the Mission Team (Board of Directors).

Primary Objective

The Lead Pastor is responsible for carrying out the mission, strategy, and core values of The Hope by being the primary vision caster, communicator/teacher, and disciple maker to ensure a healthy and thriving church that is following the way of Jesus.

Relationships

- With humility, consistently and constantly seek the Lord for personal wisdom, direction, and discernment as a leader of self and others. Leads the church's Ministry Leadership Team and Staff.
- Act as a leader among peers with the Mission Team to architect and monitor the mission, strategy, and core values of the church, ensuring all people and programs are aligned and maximized towards this.
- Provide direct oversight to the Executive Pastor and partnering to provide leadership, evaluation, and encouragement to staff and ministry leaders.
- Engages the Elders for counsel on spiritual health and direction of the church.

Responsibilities

Preaching & Teaching

- Serve as a passionate, primary communicator and protector of the church, developing and preaching Bible-centered and applicable messages that further mission, strategy, and core values of the church.
- Lead and care for the staff including leading the weekly staff prayer meeting.
- Train and oversee Discipleship (e.g. Neighborhood Group leadership).
- Oversee soundness of all biblical curriculum for Preschool, Kids, Youth, and Adults.
- Pursue and build relationships with the church congregation.

Mission and Strategy

- Share the missional vision and direction with ministry leaders to ensure cohesive advancement.
- Cultivate and maintain local, regional, and international ministry partnerships.
- Identifies, invites and helps train Ministry leaders.
- Engage with the congregation to maintain high relational visibility.



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Ceremonial & Counseling

- Lead the Sunday morning worship gathering.
- Oversee the officiating of weddings, baptisms, memorial services, and child dedications.
- Visible leader to represent The Hope within local community
- Available to provide counseling services to congregation and community.

Administration

- Serve as Chairperson of the Corporate Board.
- Serve as an ex officio, non-voting Mission Team (a.k.a. Board) member.
- Provide oversight, management, and direction to the church staff.
- Maintain association with the Church of God, Anderson, IN
- Conduct the business affairs of the Church in close collaboration with the Executive Pastor
- Oversee creative planning, including communication, branding, and aesthetics.

Position Requirements

- Relatable and approachable by the staff, congregation, and external audiences.
- Seeks to develop relationships with people inside and outside the church.
- Practices integrity, takes responsibility and seeks accountability.
- Prioritizes own spiritual growth through disciplines outlined in Scripture.
- Spirit-led in decision making.
- Compassionate and selfless attitude.
- Servant-leader, exemplifying the humility and attitude of Christ.
- Collaborates well with others and is teachable.

Experience

- Minimum of 5 years ministry experience in preaching is strongly preferred, with multiple years of staff leadership and oversight.

Education

- Undergraduate degree required; Master's degree in Theology highly preferred.