

Date: 01.23.2023

Objective/Summary: The Planting Pastor is responsible for leading the staff and congregation in the accomplishment of the mission of the church. The Planting Pastor is responsible for the overall vision and direction of the church along with the Elders, for preaching and teaching the Word of God, for nurturing and shepherding the church body individually and corporately, and for outreach into the Community to grow the influence of the Gospel.

Essential Functions:

The Planting Pastor role will start in the current Lakeside multi-church environment and will end in the establishment of a completely independent church over a period of roughly two to five years. Through collaboration, the sharing of best practices, and drawing upon unique talents, capabilities and resources, it is hoped that the Hebron and Lakeside staff and congregations will thrive together with a spirit of oneness in Christ during the transition period and beyond. It is expected that overlap in shared teaching responsibilities with Lakeside Park will occur with preaching responsibilities of up to, but not limited to, 22 times per year and then becoming responsible for all teaching once the congregation becomes fully independent. Beyond the season of transition, the Lead Pastor should oversee the accomplishment of the church's mission through ministry effectiveness evaluation, discernment, decision-making, planning, and overall direction of the church staff. The role of the Planting Pastor is also responsible for facilitating strategic planning processes, including evaluation of ministry performance, review of mission, vision, and core values, and development of key objectives and tactics.

Essential Skills:

Shepherd/Pastor Others – Cares for others' spiritual, emotional, and physical needs and discipless others to become more like Christ.

Cast Vision and Purpose – Communicates a compelling vision that inspires others to respond. Regularly will tie tasks, activities, and conversations to the big picture and purpose of the ministry.

Innovate and Create - Develops new ideas, material, or opportunities for the ministry to be successful. Knows when a new approach is needed.

Develop and Equip Others – Actively challenges others to take the next step in their development and provides them the resources and opportunities to reach their full potential in Christ.

Motivate Others – Creates energy, engagement, and commitment from others to work toward goals that accomplish the mission.

Think Strategically – Generates and applies strategies to meet anticipated future needs, challenges, and opportunities. Effectively bridges vision to clear action.

Required Education, Experience, and Membership:

- Full membership within Lakeside Christian Church (including alignment with Lakeside's values and beliefs)
- 10+ years of professional-level skills and experience with people/ministry
- Strong teaching and training skills
- Bachelor's degree from a Christian College would be desired but not required.

CAMPUS: Lakeside Park ☒ Hebron ☐ Central

REPORTS TO: Board of the Elders

JOB STATUS (select all that apply):

☒ Exempt (not eligible for overtime) ☐ Non-Exempt (eligible for overtime)
☒ Full-Time (30 or more hours/week) ☐ Part-Time (Less than 30 hours/week) ☐ Hourly
☒ Salaried

PHYSICAL JOB REQUIREMENTS (select all that apply):

f = frequent, o = occasional, n = never

Lifting (25-50 lbs) ☐ F ☒ O ☐ N Lifting (11-24 lbs) ☐ F ☒ O ☐ N Walking ☐ F ☒ O ☐ N
Bending/Stooping ☒ F ☐ O ☐ N Climbing ☐ F ☒ O ☐ N Standing ☒ F ☐ O ☐ N Sitting ☐ F
☒ O ☐ N

SCHEDULE: ☒ Days ☐ Evenings ☒ Weekends ☒ Occasional Weekends/Evenings

INTERACTS WITH: ☒ Staff ☒ Members ☒ Visitors ☒ Volunteers ☒ Community

****Nothing in this job description restricts the church's right to assign or reassign duties and responsibilities to this job at any time.*