



LEAD PASTOR JOB DESCRIPTION: FAITH CHRISTIAN FELLOWSHIP

INTRODUCTION

Faith Christian Fellowship Church (FCF) desires an ordained teaching elder to be the Lead Pastor, equipped to lead a cross-cultural, multi-ethnic, urban congregation committed to racial reconciliation as a core value while ministering in the context of a predominately African American neighborhood. The Lead Pastor must seek to fulfill the FCF mission and vision, and maintain a balanced life characterized by a healthy personal walk with Jesus, solid family life, and good reputation in the greater society in accordance with the New Testament elder qualifications listed in 1 Timothy 3 and Titus 1. The Lead Pastor is accountable to fellow elders of FCF and the Chesapeake Presbytery, and is evaluated annually by the Session.

MINISTRY OF THE WORD AND WORSHIP (40-45%¹)

- **Preaching** – This, along with worship leadership, will occupy the greatest part of the pastor’s time in a given week. The Session will expect him to preach at least 60-70% of the time, depending on ministry staffing.
- **Worship Leadership** – The leader’s life must reflect a rich walk with God that is an example to the flock of a rich worship experience. This duty could/should include other ministry staff and volunteers (i.e. pastoral staff/interns, music director, and administrative staff). Additionally, it will be imperative to share the overall vision and planning of worship leadership and preaching with the Session of FCF.
- **Teaching** - This task requires oversight, with the session, of staff/committees/volunteers that are teaching in adult/youth/children’s education classes. This may also include teaching or overseeing membership/leadership development classes or other types of instruction outside of Sunday worship services.

DISCIPLESHIP & LEADERSHIP DEVELOPMENT (20-25%)

- **Spiritual Development and Growth** - The Lead Pastor should envision, promote, and encourage progression and growth from visitor to vested member. This can be done with the participation of current leadership structures or with other mechanisms as seen fit.
- **Discipleship and Shepherding** - The pastor will share in members’ lives and encourage them to grow in their faith.
- **Leadership Development** - The pastor works with leadership to develop and encourage new lay leaders.

CHURCH LIFE AND CARE (15-20%)

- **Pastoral Visitation** - The pastor, along with the Session and women leaders, should know the needs of those who are unwell or unable to be in proximity to the body at FCF. Based on this awareness, he/they should be meeting with and encouraging those in need.

¹ Indicates the average percentage of time spend over the course of a week.

- Oversight of Ministry - The lead pastor, with other leaders, should develop mechanisms for oversight, accountability, and encouragement of leaders of ministries in areas that cater to the flock at FCF across the spectrum of our congregation.
- Relational Activities - The lead pastor is expected to participate and encourage others to participate with this diverse body. Emphasis should be placed on members fellowshiping, helping, loving and supporting one another.

ADMINISTRATION AND DENOMINATIONAL RESPONSIBILITIES (10-15%)

- The Session - The Lead Pastor will serve as Moderator of the Session, develop and strengthen the organization of the Session; and partner with elected church leadership to communicate vision and direction; and to administer church ministries.
- The Staff - The pastor will guide spiritual development of staff and lay leadership, and provide oversight over staff that includes hiring, terminating, supervising, and coordinating the work of staff under the supervision of the Session and/or designated personnel.
- The Church - The pastor is expected to encourage members of the church to support the work of FCF.
- The Presbytery and General Assembly - The pastor is to participate by representing FCF at regular Chesapeake Presbytery meetings, committees of presbytery, and General Assembly as designated by the denomination.

OUTREACH AND COMMUNITY DEVELOPMENT (10-15%)

- Evangelism - The lead pastor has a heart for sharing the gospel with lost people and encourages the body to share the Good News of Jesus Christ.
- Community Development - The lead pastor takes seriously and demonstrates a heart for knowing, loving, and serving Pen Lucy. By his example and encouragement, the members/attenders of FCF will also seek to love Pen Lucy in particular, and other communities where we have relationships, by addressing the practical and spiritual needs of said communities.