

Lead Pastor – Christopher Bove
Job Description – Effective July 1, 2026

Reports To: Board of Directors
Hours & Compensation: Full-Time / 50 Hours Per Week,

Objective:

The Lead Pastor serves as the primary teacher, shepherd, and strategic leader of our congregation. His primary responsibility is to cultivate a culture of discipleship and spiritual growth by faithfully teaching God's Word, developing leaders, shepherding the church body, and expanding pathways for biblical community and spiritual formation. This role is built on three pillars: excellence in the pulpit, intentional leadership development, and a relentless focus on expanding our small group ministry.

Responsibilities:

Pursues Jesus with all his heart; models and authentic Christ-centered life and loves his wife and family sacrificially.

- 1. Teaching, Sunday Mornings, and Assimilation (30%)**
 - Prayerfully prepares expository Bible teachings with comprehensive notes and biblical depth for Sunday mornings (approximately 44 per year) and special events.
 - Oversees pulpit supply and develops existing and new Bible teachers.
 - Oversees worship services, ensuring all elements align with the message and mission.
 - Visitor Engagement & Assimilation: Directs the strategy for welcoming first-time guests and creating intentional "next steps" to move visitors into integrated members of the church body.
- 2. Leadership, Oversight & Strategy: 30%**
 - Provides direct oversight and mentorship to church staff and leaders; leads church staff and leadership meetings in collaboration with Church Administrator.
 - Collaborates with the Board of Directors and staff to set annual goals and ensure the church remains on-vision and on-budget.
 - Engages the community, the greater Body of Christ, and our fellowship of churches.
- 3. Small Group Development & Multiplication: 30%**
 - Directly oversees the recruitment, training, deployment, and nurturing of new and existing Small Group Leaders.
 - Identifies and vets new Host Homes to ensure geographical and demographic coverage.
 - Develops the curriculum and "on ramps" that transition people from the pews into small groups.
- 4. Pastoral Care & Professional Rhythms: 10%**
 - Weekly Wise Counsel: Engages in a weekly advisory session with the Founding Pastor for personal spiritual growth and as a sounding board for wisdom in decision-making (advisory, not supervisory).
 - Provides crisis care and biblical counseling through limited one-on-one engagement, delegation to mature believers, or referrals to outside providers.
 - Conducts weddings, funerals, baby dedications, and baptisms.
 - Maintains personal spiritual health through dedicated study, prayer, and professional development.