



LEAD PASTOR POSITION DESCRIPTION

- I. Freedom Hope Church is seeking a strong, inspirational leader for the position of pastor. We are especially interested in someone who can help us understand how to live more Holy Spirit-empowered and fruitful lives. We desire someone who will promote disciple-making, preach biblical sermons, support a strong youth ministry, provide guidance for daily living, and contribute congregational involvement and leadership development within the body. Freedom Hope is striving to be an Intentional Church, positioning ourselves to pursue ‘the one,’ whomever that might be, so we seek a pastor who will be welcoming to all who come.

- II. Reporting Relationships: The Lead Pastor is a member and chairman of the board of Elders which, as much as possible, guides the church by consensus.

- III. Major Duties And Responsibilities
 - A. Preaching and Worship Leadership
 1. Prepare and deliver sermons that challenge members and visitors alike to become fully devoted disciple-making followers of Christ.
 2. Make the gospel relevant to people’s lives by communicating a thorough understanding of the Bible and Christian theology.
 3. Plan special worship services, such as Christmas, Easter, Children’s/Youth Sundays and services with outside speakers with the Elders focusing on the objective of boosting worship attendance.
 4. As relates to worship, plan worship services in collaboration with the staff and worship team.

 - B. Leadership Development and Discipleship
 1. Takes the initiative in recommending and implementing actions that fulfill the vision and mission of Freedom Hope Church.
 2. Teaches or supervises the Foundations Class covering subject areas such as the History of Freedom Hope, Elim Fellowship, our Statement of Faith; salvation, water baptism and baptism in the Holy Spirit; spiritual disciplines; and spiritual gifts and personality assessments.

3. As chair of the Church Elder Board, sets an example and encourages the board as spiritual leaders of the congregation and witnesses to the community. Also:
 - a) Ensures proper preparation of meeting agendas.
 - b) Provides effective leadership of meetings by ensuring time is spent on important issues and minimizing time spent on minor issues and details.
4. Schedules and leads an annual event that educates and motivates church leadership regarding vision, mission, strategy, seeker sensitivity, what it means to be an intentional church, and other key matters.
 - a) Selects and meets with the leadership team.
 - b) Delegates logistics and recruiting.
 - c) Obtains potential speakers or acts as the speaker.
5. Provides for overall training, inspiration and motivation of Freedom Hope Church staff to ensure that they are maturing in their faith, growing in their relationships with each other, and upgrading their skills.
 - a) Schedules and leads weekly staff meetings for planning and motivation; ensures opportunity for continuing nurture through presentation of devotionals and educational materials.
 - b) Systematically teaches, trains and mentors developing staff.
 - c) Inspires staff to strive for high goals through their development and implementation.
 - d) Maintains and improves working relationships with staff by periodically scheduling staff lunches, dropping in on their program events, and meeting with staff to personally review their ministry/program recommendations and results.
6. Ensures that Freedom Hope Church volunteers are engaged, equipped and empowered to contribute to the mission and activities of the church.

C. Vision, Creativity, and Strategic Planning

1. Takes initiative and exhibits creativity in recommending and implementing the vision of Freedom Hope Church.

2. Leads staff and board in developing strategic plan and vision for the next three (3) years for Freedom Hope Church.
3. Takes a proactive approach toward identifying problems or challenges and offers creative solutions for resolution.

D. Congregational Relations and Pastoral Care

1. Be prepared to minister in the midst of crises, for example death, sickness, or other traumatic events of individual lives. This will involve hospital visits and reacting promptly to emergency/crisis situations, with assistance from our FHC Care team, when needed.
2. Conduct baptisms, weddings, and funerals as requested and needed.
3. On Sundays, greet people before and after worship services; intentionally lingering with people around the church.
4. As relationships build, minister to, befriend, nurture, support, reconcile, and affirm church members in their homes, informal contacts, and at church. At times this will include placing phone calls and sending thank you letters as needed. Finally, the pastor should expect to spend time assisting persons facing problems or decisions, making counseling recommendations or referrals as needed.

E. Other Miscellaneous Duties and Responsibilities

1. Schedules time for personal spiritual, mental, and physical development and well being through continuing education, devotional time, study, and exercise.
2. Provides leadership and direction regarding development, approval, and implementation of the annual Freedom Hope Church budget.
3. Meets with and encourages various committees as needed.
4. Provides leadership and input regarding special projects and events.
5. Participates in and sometimes organizes community events to foster community relations and outreach.