

Lead Pastor

Position Description

The role of Lead Pastor is to lead Mountainside's mission to advance the Kingdom of God by vitally connecting people to Jesus Christ. He will oversee the spiritual condition of the church and lead the operational ministry, including all staff.

Key Responsibilities

1. Ministry

- a. The Lead Pastor will preach and teach the Bible as the inspired and infallible Word of God.
- b. The Lead Pastor is responsible to manage the operational ministry of the church.
- c. The Lead Pastor will develop and implement a management plan to optimize the multi-campus approach to ministry at Mountainside.
- d. The Lead Pastor will develop a church mission and a strategy to accomplish that mission. Two key outcomes of this will be:
 - i. Identifying the church's outreach goals.
 - ii. Developing and implementing a discipleship model.

2. Administration

- a. The Lead Pastor is ultimately responsible for management of all paid and unpaid (volunteer) staff. This includes, hiring, performance management, and discipline.
- b. The Lead Pastor is responsible for creating and amending all personnel policies and job descriptions for paid and unpaid staff.
- c. The Lead Pastor will create a development plan for all paid staff and provide regular meetings and coaching to encourage personal development, including annual written reviews of staff performance.
- d. The Lead Pastor is responsible for maintaining proper working conditions of all paid and unpaid staff in the church.
- e. The Lead Pastor leads the search committees for pastoral staff.
- f. The Lead Pastor serves on the nominating committee for new board members.
- g. The Lead Pastor has responsibility for the oversight of the church finances.
- h. The Lead Pastor is responsible for the development of the annual budget to present to the board for approval.
- i. The Lead Pastor is responsible to ensure the maintenance and repair of the church's facilities and equipment.
- j. The Lead Pastor will attend and participate in elder meetings.
- k. The Lead Pastor will support the board and keep them informed of the ministry of the church, through regular reports and attendance at board meetings.

3. *Other*

- a. The Lead Pastor responsibilities are defined by the Policies Governing the Lead Pastor, and The Policies Governing the Board and Lead Pastor Relationship. This document is a summary of the keys points of those policies.

Skills and Qualifications

- a. Gifted and called to ministry, with a clear heart for the mission of Jesus to make disciples.
- b. A life that demonstrates obedience with the Biblical qualifications for leadership.
- c. Beliefs that align with the Fellowship Pacific's [Statement of Faith](#).
- d. Clear leadership skills, demonstrated by experience in leadership positions.
- e. A team player, who puts the mission and the good of the church before self.
- f. Self-motivated and able to work independently.
- g. Critical thinker, who is able to evaluate and modify ministry structures for increased effectiveness.
- h. Possesses an understanding of fiscal policies within a church organization.
- i. Engages easily with others, demonstrating:
 - I. Strong interpersonal skills.
 - II. Authenticity in their spiritual life.
 - III. Strong communication, both verbally and written.

Miscellaneous

- a. Lead Pastor is accountable to the Board of Directors.
 - I. The Lead Pastor is automatically an Elder at Mountainside.
- b. Compensation, benefits, vacation, and sabbatical will be per the policies of MCC.