

LEAD PASTOR, *Spiritual Formation*

OVERVIEW

The **Lead Pastor** provides leadership for Preston Trail’s mission of *helping people find and follow Jesus*, shaping the church’s approach to spiritual formation, shepherding, and congregational health. This role carries primary responsibility for cultivating the culture, systems, and practices that advance spiritual formation—ensuring the people of Preston Trail are growing to know, love, and follow Jesus more deeply.

This role serves as one of two Lead Pastors and reports to the Elder team.

The Lead Pastor will also serve on the Executive team, alongside the other Lead Pastor and Executive Pastors.

About Preston Trail

Founded in 2002 by pastors Paul Basden and Jim Johnson, Preston Trail Community Church exists to help people find and follow Jesus. From its first service in a Frisco movie theater to today’s thriving congregation, Preston Trail is known for:

- A teaching style marked by authenticity, biblical depth, and practical application.
- A welcoming, “no perfect people allowed” culture—grace over judgment, invitation over exclusion.
- A commitment to making disciples, racial reconciliation, community engagement, and global missions.
- A track record of healthy staff culture and strong partnership between its elders and pastors.
- Leadership modeled through humility, collaboration, and shared authority.

The Shared Leadership Model

As Preston Trail looks toward the retirement of its two founding pastors in 2027, the Elders have affirmed continuing a two-pastor model, believing this structure best honors the church’s history and positions it for the next generation.

The Lead Pastors will serve in [complementary lanes](#). Both are accountable to the elders and broader Executive team. While they share responsibility for overall vision, culture, and teaching, each will carry distinct areas of focus:

- **Lead Pastor (Formation):** Spiritual formation, equipping, and shepherding
- **Lead Pastor (Strategy):** Organizational strategy, health, and expansion

Each Lead Pastor has full ownership within their lane while sharing accountability for the overall health, direction, and mission of the church. The Lead Pastors operate in deep alignment, making high-impact decisions collaboratively and exercising clear oversight within their respective areas of leadership. Where there is overlap between roles and

alignment cannot be reached, the Executive team will provide final discernment and direction to ensure unity and mission alignment, engaging with the Elders when necessary.

PRIMARY RESPONSIBILITIES

Spiritual Formation Leadership

- Define and champion Preston Trail's spiritual formation strategy, ensuring the church remains rooted in Scripture, dependent on the Holy Spirit, and committed to discipleship
- Develop and steward a long-range vision for spiritual formation that shapes the spiritual maturity of the congregation and staff team
- Communicate a spiritual formation vision that can be turned into executable strategy by the Executive Pastors
- Ensure ministries, campuses, and discipleship environments are aligned around a unified philosophy of spiritual formation and discipleship

Teaching & Theological Direction

- Provide theological leadership for the church's spiritual formation framework, strategy, and ministry direction
- Provide oversight for teaching content, ensuring integration of Scripture, culture, discipleship, and missional living
- Lead and mentor the churchwide Teaching Team, cultivating and protecting Preston Trail's distinctive teaching culture of multiple voices from the platform
- Set vision for formation pathways, groups, classes, and initiatives that help people take meaningful steps in following Jesus, while execution and supervision remain with the Discipleship Pastor and leaders under the Executive Pastor of Ministries

Staff & Congregational Development

- Set the direction for staff spiritual formation and leadership development, partnering with the Executive Pastor of Ministries to cultivate a healthy, thriving staff culture and strengthen the overall spiritual health of the church
- Champion systems, environments, and practices that cultivate emotional health, authentic community, and ongoing transformation
- Guide the development of leaders, ministries, and formation environments that equip people to deepen their relationship with Christ and live on mission in their everyday lives

SHARED RESPONSIBILITIES with Lead Pastor (Strategy)

- Discern and articulate God's vision for the church, providing unified spiritual and strategic leadership that guides every season of ministry
- Serve as a primary teaching voice, shaping the theological direction and spiritual formation of the church through clear, compelling, and culturally relevant communication

- Shape and align an annual teaching strategy that integrates Scripture, culture, and discipleship, in collaboration with the Series Planning team
- Model and cultivate spiritual and emotional health, marked by authenticity, accountability, and vulnerability
- Shepherd the church by cultivating a culture of care, discipleship, and spiritual maturity—ensuring the congregation is pastored well while growing in depth and breadth
- Develop and release leaders to multiply Kingdom impact—growing disciples and extending gospel influence across ministries, campuses, and communities
- Champion and protect Preston Trail’s values, culture, and unity
- Ensure the church operates as a unified, mission-driven organization through alignment of strategy, leadership, and execution in partnership with Executive Pastors
- Maintain a visible, relational presence within the church and broader community
- Co-lead the Executive team and collaborate closely with the Elder team for accountability, guidance, and mutual support

EDUCATION & EXPERIENCE

- Master of Divinity (or equivalent) required
- 10+ years of senior or executive pastoral leadership
- Demonstrated effectiveness in preaching and teaching that shapes spiritual formation across a multi-generational congregation.

PERSONAL CHARACTERISTICS

A spiritually mature, Scripture-centered leader with the relational depth, theological wisdom, and pastoral presence to lead a complex, growing church toward deeper discipleship.

- **Forward-thinking and discipleship-minded**, with the ability to translate vision into meaningful, sustained spiritual formation
- **Pastor at heart**, helping people encounter God through biblically grounded teaching and practical application
- **Secure, collaborative, and emotionally intelligent**, able to lead with humility and shared authority in this unique two-pastor model
- **Spirit-led and grounded in Scripture**, with theological conviction and cultural awareness
- **Grace-oriented and discerning**, engaging people with truth, wisdom, and compassion
- **Models healthy rhythms in life and leadership**, sustaining long-term effectiveness and integrity
- **Naturally engages those far from God**, carrying a genuine burden to see lives transformed by Jesus
- **Lives with intentional spiritual discipline**, maintaining a consistent rule of life that fosters intimacy with God