

# LEAD MINISTER

THE LEAD MINISTER CARRIES PRIMARY SPIRITUAL AND VISIONARY LEADERSHIP FOR THE CHURCH, SHEPHERDING THE CONGREGATION AND STAFF TOWARD THE MISSION OF SOUTHWEST CHURCH. THIS ROLE IS THE CHURCH'S SPIRITUAL LEADER RESPONSIBLE FOR PREACHING AND TEACHING, VISION-CASTING, AND PASTORAL OVERSIGHT OF THE FLOCK. THE LEAD MINISTER FOCUSES PRIMARILY OUTWARD AND UPWARD: PROCLAIMING THE WORD, SHAPING THE CHURCH'S SPIRITUAL DIRECTION, DEVELOPING LEADERS, AND REPRESENTING THE CHURCH TO THE CONGREGATION AND COMMUNITY.

## Key Responsibilities

### *Spiritual & Visionary Leadership*

- *Cast and continually clarify the church's vision, mission, and long-term direction in partnership with church leadership.*
- *Serve as the church's primary theological voice, ensuring teaching and ministry remain grounded in Scripture and aligned with the church's statement of faith.*
- *Discern and articulate God's direction for the church through prayer, study, and counsel with other leaders.*
- *Model a life of discipleship, prayer, and spiritual vitality for the congregation and staff to follow.*

### *Preaching & Teaching*

- *Serve as primary (or lead) preaching minister, delivering biblically grounded, Christ-centered messages on a regular basis (75%-80% of Sundays).*
- *Oversee the preaching calendar and teaching series, ensuring theological coherence and discipleship pathway alignment across the church.*
- *Develop and equip other teaching/preaching staff or volunteers as needed.*
- *Continually grow in theological depth and communication skill through study, training, and feedback.*
- *Oversee Starting Point as an introduction to church beliefs, vision, mission, values, and membership expectations.*

### *Pastoral Care & Congregational Shepherding*

- *Provide pastoral oversight and care for the congregation, including counsel during major life events (crisis, loss, significant decisions).*
- *Personally invest in developing key leaders, staff, and emerging disciples within the church.*
- *Spearhead healthy small groups and multiplication. Develop and lead training for raising up church leaders.*
- *Model and encourage a culture of authentic community, discipleship, and spiritual growth throughout the congregation.*
- *Officiate/oversee key ministry milestones (baptisms, membership, weddings, funerals) as appropriate.*

### *Organizational & Staff Leadership*

- *Provide overall leadership to the pastoral/ministry staff team, casting vision and setting spiritual/ministry priorities.*
- *Partner with the Executive Minister to ensure operations, administration, and staff management serve the church's mission and vision.*

- *Meet regularly with the Executive Minister to align on strategic priorities, staff health, and organizational direction.*
- *Retain final decision-making authority (in partnership with church leadership) on matters of theological direction, ministry philosophy, and staffing.*

#### *External Representation & Community Engagement*

- *Represent the church publicly — in the community, media, network relationships, and partnerships with other ministries.*
- *Build and maintain relationships with other churches, ministry networks, and community leaders to extend the church's Kingdom impact.*
- *Champion outreach, evangelism, and mission efforts that extend the church's disciple-making mission beyond its walls.*

#### *Governance & Accountability*

- *Work collaboratively with church leadership, providing regular updates on ministry health, vision progress, and key decisions.*
- *Operate within the church's governance structure, maintaining healthy accountability to church leadership.*
- *Lead with transparency, humility, and a teachable spirit in relationship to lay leadership and staff.*

### *Qualifications*

#### *Spiritual & Character Requirements*

- *Mature, growing follower of Jesus Christ with a clear calling to ministry.*
- *Full alignment with the church's statement of faith, vision, mission, and values.*
- *Exemplary character marked by integrity, humility, wisdom, and servant leadership.*
- *Strong, healthy marriage and family life (if applicable) that reflects well on the church's witness.*

#### *Skills & Competencies*

- *Gifted, compelling communicator with strong biblical and theological grounding.*
- *Visionary leader able to inspire and unify a congregation and staff around shared mission.*
- *Strong pastoral instincts — empathetic, wise, and skilled in counsel and crisis care.*
- *Ability to delegate effectively, trusting operational leadership to the Executive Minister and staff.*
- *High relational and emotional intelligence; skilled at navigating conflict and building consensus.*
- *Comfortable representing the church publicly and building external relationships.*

#### *Professional Qualifications*

- *Master of Divinity (M.Div.) from an accredited seminary preferred; minimum bachelor's degree required.*
- *8-10+ years of ministry experience, including significant preaching/teaching experience and demonstrated leadership at a church of comparable or larger size.*
- *Track record of leading organizational growth, spiritual vitality, and healthy staff culture.*
- *The candidate should be familiar with and aligned with the Restoration Movement and its principles.*

### *Application Instructions*

*Please submit your resumé, a video (or link to video) of you preaching, and any other relevant materials you feel will help your candidacy to [jobs@southwestchurch.org](mailto:jobs@southwestchurch.org).*