



**Title:** Lead Pastor  
**Department:** ALL  
**Reports To:** Elders  
**Pay Status:** Salary, to be Negotiated

Are you passionate about leadership and developing others? Do you love working with people and have a strong desire for impact ministry? If so, keep reading...

On the Adventure Christian Church team, you'll have the opportunity to help people live the ONE adventure, through the local church! People come to our church from various walks of life; many of them far from God. We do a great job of meeting people where there are, but we can be even better! That's where you come in. If you love using your passion for people and facilities that have a kingdom impact, then you will love this role!

### :: GENERAL SUMMARY AND OBJECTIVE ::

The Lead Pastor serves as the primary spiritual leader of the church, providing vision, guidance, and shepherding to the congregation in alignment with the principles of the Restoration Movement. The Lead Pastor is responsible for preaching and teaching God's Word, developing leaders within the church, equipping the body for ministry, and working alongside the elders, staff, and ministry leaders to fulfill the mission of making disciples.

### :: JOB REQUIREMENTS :: (KNOWLEDGE, SKILLS, ABILITIES, EDUCATION, ETC.)

- Fully committed follower of Jesus.
- Willing to make Adventure Christian Church your primary church home.
- Champion of vision, mission, and values of Adventure Christian Church.
- Bachelor's degree in ministry, theology, or a related field (graduate theological training preferred).
- Self-motivated with a proven track record.
- Flexible, adaptable, coachable, and teachable.
- Demonstrated ability in biblical preaching, teaching, and pastoral leadership.
- Ability to thrive in a collaborative, team environment with the ability to multi-task.
- Strong relational, communication (both oral and written), and strong organizational skills
- Strong team building skills and leadership capacity.
- Passion for serving, learning, and leading.
- Exceptional model of personal integrity.
- Minimum four years of experience in preaching ministry with experience with overseeing multiple staff.
- Knowledge of appropriate computer skills and procedures.

- 50+ hour/week minimum with seasonal flexibility; willingness to work nights and weekends is required. A flexible work schedule Sunday-Saturday from 8am-9pm.

## :: ESSENTIAL FUNCTIONS ::

### **The Lead Pastor Role:**

To provide top-level administrative support in the following areas of church function:

#### **1) Preaching/Teaching** [10-15 hours/week]

- Serve as the primary communicator of God's Word through weekly sermons that are biblically grounded, Christ-centered, and relevant to everyday life.
- Provide teaching in various formats (e.g., Bible studies, classes, small groups, discipleship settings) to nurture spiritual growth.
- Ensure all teaching aligns with the Restoration Movement's commitment to biblical authority and the unity of the church.

#### **2) Leadership Development** [10-15 hours/week]

- Identify, equip, and mentor emerging leaders within the congregation for ministry roles.
- Provide spiritual guidance and leadership training for staff, elders, and ministry volunteers.
- Encourage a culture of servant leadership and discipleship throughout the church.

#### **3) Vision and Direction** [10-15 hours/week]

- Partner with the elders to discern and communicate God's vision for the church.
- Lead the congregation toward fulfilling the mission of making disciples who love God, love others, and serve the world.
- Guide the church in maintaining unity, biblical faithfulness, and outreach focus.

#### **4) Pastoral Care & Shepherding** [3-7 hours/week]

- Provide spiritual care, counseling, and encouragement to members of the congregation.
- Officiate weddings, funerals, baptisms, and other pastoral functions.
- Visit, pray with, and support members during times of need.

#### **5) Administration and Team Collaboration** [3-7 hours/week]

- Work closely with the elders, staff, and ministry leaders to oversee church operations and ministries.
- Help set goals, evaluate ministries, and ensure alignment with the church's mission and vision.
- Encourage teamwork, accountability, and servant leadership within the church body.

## :: ADDITIONAL RESPONSIBILITIES ::

- Attend a weekly Adventure Church staff briefing.
- Knowledge of appropriate computer skills and procedures
- Work with staff to achieve and advance Adventure's vision, goals, and strategy.
- Seasonal Flexibility
- Foster an environment of teamwork and accountability.
- Assist with communicating upcoming ministry programming including marketing strategies for various social media platforms.
- Volunteer involvement in large events

## :: WORK ENVIRONMENT ::

This job operates outside of a traditional office environment. The role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets, commercial kitchen equipment, and human interaction.

## :: PHYSICAL DEMANDS ::

While performing the duties of this job, the employee is regularly required to talk and hear. The employee frequently is required to stand, walk, use hands and fingers, and reach with hands and arms. (Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.)

January 31, 2024 - *The statements listed are intended to describe the general nature and level of work being performed by employees, and are not to be construed as an exhaustive list of duties and requirements. This does not establish a contract for employment and is subject to change at the discretion of the employer.*

## :: STAFF | TEAM VALUES ::

### ***We encourage healthy tension.***

As staff members, we must live in multiple tensions: God working in us and God working through us, personal responsibility and divine dependence, relationship/friendship and responsibility/mission (Acts 15), and abiding (John 15) and abounding (John 9:4). Living in tension means we are open to dialogue, disagreement, and seeing the gray areas of life rather than categorizing everything as black or white.

### ***We think in terms of seasons, not just events.***

Seasons are chunks of time marked by common themes (Ecclesiastes 3:1-8). Seasons vary in length, intensity, and substance (Matthew 3:13-4:11). Events are simply activities encompassed within the overarching themes of seasons. When we think in terms of seasons rather than individual events, we have a greater awareness of the big picture of our ministry and its rhythms. Thus, we have a better understanding of what is happening and why.

### ***We love to have fun, and we are deadly serious.***

Our jobs have eternal ramifications and our salaries come from the gifts of individuals within our congregation. Therefore, what we do should always be marked by a sense of responsibility and seriousness. Yet having fun can be spiritual as well, and a fun workplace makes the stresses and strains of our jobs more manageable and builds a contagious, healthy morale.

***We lead with both compassion and candor.***

Compassion is genuine concern and love for people. Candor is the quality of being honest and frank with people. Jesus modeled both in Mark 8. He had compassion for the people and clearly cared for His disciples in Mark 8:2. Then, later in the chapter, He spoke “plainly” about how He would leave His disciples, and when Peter stepped out of line, Jesus rebuked him sternly (8:32-33). Leading with both compassion and candor means we speak the truth in love in order to build up the church (Ephesians 4:15). We don’t shrink away and avoid conflict, nor do we power up and run over people.

***We empower others and don’t hire minions.***

While we are expected to “do” ministry, we must ultimately become delegators and developers of others (Ephesians 4:11-14). Minions are doers only, and as a result, their contributions are limited, and they rob others of opportunities. Thus, a staff of minions does not represent God’s ultimate desire for the church (Ephesians 4:11-14; 1 Corinthians 12). Leaders who empower others share the workload, getting people involved without dumping on them, abdicating responsibility, or micromanaging.

These leaders reproduce themselves—producing more leaders by delegating tasks and developing people.

**:: COMPENSATION ::**

Compensation will be determined based on experience and negotiation.