



## Abundant Life Church

### LEAD PASTOR JOB DESCRIPTION

**Job Title:** Lead Pastor  
**Department:** Executive Leadership  
**Reports To:** Potomac Network /ALC Vision Board  
**Approved By:** ALC Vision Board  
**Approved Date:** April 22, 2020

#### SUMMARY

The Lead Pastor is responsible for inspiring, leading and overseeing all aspects of **Abundant Life Church** in a way that helps people become authentic followers of Jesus and fulfill the Great Commission.

#### ESSENTIAL DUTIES AND RESPONSIBILITIES

1. To lead the way by modeling the attributes of a follower of Jesus.
2. To serve as the primary communicator at the adult weekend services, preaching & teaching the word of God in a way that results in life change.
3. To receive, develop and communicate the vision and strategy of **ALC**.
4. To serve as the ex officio chairman of all committees and boards of **ALC**.
5. To approve all hires and leadership placements within the **ALC** organization.
6. Lead and equip a team of people to effectively communicate the word of God at all **ALC** gatherings in a way that inspires people to follow Jesus.
7. To lead and equip the Children's Pastor who is responsible for inspiring, leading and equipping a team of people to help children ages 0 -13 and their families learn to follow Him.
8. To lead and equip the Pastor of Creative Arts who is responsible for providing a strategic plan and visionary leadership that inspires and equips a team of people to use their creative arts gifts to inspire people of all ages to worship God in the various worship services and communications.
9. To lead and equip the Guest Services Director who is responsible for inspiring, leading and equipping a team of leaders who lead, inspire, and equip teams of people take the next steps in their walk with Jesus.
10. To lead and equip the Youth Pastor who is responsible for inspiring, leading and equipping a team of people to help students ages 13 - 18 and their families learn to follow Him.
11. To lead and equip the Director of Care who is responsible for leading, inspiring, and equipping a team of people who lead and equip teams of people to provide pastoral care, community care, outreach ministries, benevolence ministry for the **ALC** church family.
12. To lead and equip other staff members who are responsible to administrate the resources (human resources, finances, facilities, technology) of Abundant Life Church in a way that inspires people to learn to follow of Jesus.
13. To lead and equip the Vision Board to fulfill their role as congregational leaders

**WORK ENVIRONMENT:** The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals to perform the essential functions.

1. Honest - in all situations and with all issues
2. Kind and compassionate - at all times, sensitive to the needs of others
3. Cooperative - maintaining good rapport with all staff, volunteers, church members, and outside professionals
4. Positive - maintaining a positive attitude about self, one's areas of responsibilities, and the staff
5. Confidential - maintaining a high level of confidentiality
6. Professional - congenial, professional, business-like in all personal interaction with others, maintaining excellence in appearance, work habits, and quality of work performed
7. Efficient and effective - exercising good time management and punctual
8. Learning - having a teachable attitude
9. Motivated – self-starters taking initiative in one's area of responsibility
10. Relaxed – able to meet the demands of the job with a respectful and professional demeanor
11. Humorous – able to laugh and enjoy life together

## **SPIRITUAL REQUIREMENTS:**

### **Overseeing Believer**

- Provides visionary leadership in one area of ministry, equips people for ministry, and exhibits the characteristics of an elder (1 Timothy 3:1-7)

## **QUALIFICATIONS:**

**What Heart/Passion** (Task & People) does this person need to have to perform this job successfully?

### Communicating

- Preaching
- Teaching
- Writing

### Family Related Issues

### Discipleship

### Serving/Helping

### Special Interests

- Economics/Finances
- Environment
- Organizational Leadership

### Children

### Young Adults

### Families

### People with Needs

### Community Outreach

### Social Justice

**Spiritual Gifts** Some spiritual gifts that are helpful for this position may include:

**Discernment** – special insight concerning good and evil

**Encouragement** – share practical steps of action

**Evangelism** – comfortably share the gospel with results

**Faith** – unique ability to trust God and his Word for impossible

**Giving** – using stewardship to further God's kingdom

**Hospitality** – Welcome people into home/congregation

**Knowledge** – ability to receive insight from God & Bible

**Leadership** – obvious influence to motivate others

**Mercy** – giving sympathy and/or empathy to the hurting

**Shepherding** – ministering to groups needing leadership

**Wisdom** – insight to make wise decisions

## **Education**

A four year Bachelor's degree (B.A. /B.S.) with an emphasis of Pastoral or other ministry-related degree is preferred. Qualified candidates should have ministerial credentials, with preference given to candidates who have credentials with the Assemblies of God.

## **Experience**

Successful candidate should have at least 4-6 years related ministry experience, including the ability to manage a high functioning team.

**Personality:** Some personality traits that are helpful for this position may include::

- Enjoys being with and interacting with lots of people
- Enjoys working with individuals and in small groups.
- Using common sense and creating practical solutions is automatic-instinctual
- Is energized by new ideas and concepts
- Values imagination and innovation
- Using imagination and creating/inventing new possibilities is automatic-instinctual
- Motivated by a desire for achievement and accomplishment
- Accept conflict as a natural, normal part of relationships with people.
- Set goals and work toward achieving them on time
- Like to multitask, have variety, mix work and play.

#### **SKILLS AND ABILITIES:**

**Abilities:** Some skills and abilities that are helpful for this position may include::

**Counseling:** to listen, encourage and guide

**Entrepreneurial abilities:** from big picture strategy to operational details

**Evaluating:** to analyze data and draw conclusions

**Interview:** to discover what others are really like

**Leading:** to lead volunteer teams, recruit, develop/inspire people, set clear expectations & accountability

**Plan:** strategize/design/organize programs & events

**Promote:** to advertise or promote events and activities

**Public Relations:** to handle complaints and unhappy customers with care and courtesy

**Discipleship:** To establish a strong discipleship climate

**Mentoring:** To work with people who need development one-on-one.

**Recall:** to remember or recall names and faces

**Recruiting:** to enlist and motive people to get involved

**Teaching:** to explain, train, demonstrate, tutor

**Welcoming:** to convey warmth, develop rapport, making others feel comfortable