



Pastor Job Description

Village Church Lead Pastor

General Personal & Spiritual Qualifications

1. Profess personal faith in Jesus Christ as evidenced by spiritual maturity and passion for God.
2. Model the biblical qualifications of an elder (1 Tim 3:1-7, Titus 1:6-9, 1 Peter 5:1-3).
3. Model biblical integrity in all things (Titus 2:7-8).
4. Model biblical leadership as an equipper of the saints for ministry (Eph 4:11-13).
5. Model obedience for pursuing the biblical community as described in the “one another” commands in Scripture (Mark 9:50, John 13:34; Romans 14:19, Phil 2:3).
6. Model a personal ministry of evangelism and discipleship.
7. Support/Lead a multicultural staff and multi-cultural team ministry.
8. Be in full agreement with Village’s Doctrinal Statement, Church Covenant and Mission Statement.
9. Understand and acknowledge to Village’s By-Laws, Position Statements and Policies.
10. Minimum education requirement – a broad sequence of systematic theology (from Theology Proper to Eschatology), at least one course in practical theology relating to one’s ministry focus (homiletics, pastoral theology, spiritual formation, missiology, etc.), and biblical survey (Genesis through Revelation) for credit from an accredited theological institution.

Ministry & Job Specific Qualifications

1. MDiv or equivalent graduate level or seminary degree.
2. Demonstrated experience in multi-cultural ministry leading a multi-person staff.
3. A minimum of 10 years in pastoral ministry experience, including effective preaching.
4. A history of successful servant-hearted ministry to a large and growing congregation.
5. Demonstrated ability in mentoring of, and accountability for, church leaders.
6. Demonstrated theological competency and must be ordained by a church that professes Jesus as Lord and Savior and that is of like faith and practice to Village Baptist Church.
7. Demonstrated cross-cultural competency with missional conviction and experience in local and global missions.
8. Must be male.
9. Must be fluent in English.

Primary Job Responsibilities

The Lead Pastor:

1. Spends adequate time with the Lord in order to maintain a healthy personal relationship with Jesus, as well as gain the insight and wisdom needed to provide visionary leadership and spiritual instruction to the church family.
2. Demonstrates a healthy work and family life balance between church ministry, family life, and personal life, while also being available and willing to work the hours required to effectively shepherd and lead the congregation.
3. In accord with the Scriptures, and our church bylaws (Article III, Section B, #5) shall:
 - a. Be responsible for the preaching of the Word and administration of the ordinances.
 - b. Be responsible for the shepherding and nurturing the spiritual health of the Church.
 - c. Serve as a member of the Executive Committee and an ex-officio member of other committees and commissions as required.
 - d. Lead the staff and the congregation to accomplish Mission and Vision of the Church.
 - e. Structure the staff to carry out the strategic goals of the Church.
4. Build personal relationships with ministry staff leaders and Board leaders, and invest in their development. Facilitate an engaged, dynamic and aligned team environment.
5. Shall be responsible for the shepherding of all aspects of the life of Village Church, making certain that its ministries are in accord with:
 - a. The Word of God
 - b. The Declaration of Faith
 - c. The Church Covenant
6. Collaborate in discerning from the Spirit, developing and casting vision for the future of Village. Work with the leadership team to pray, dream, draw out and clarify a compelling, unifying vision for the future of Village. Articulate and communicate the vision in a way that motivates the body to engage and that generates spiritual momentum.
7. Determine priorities and set strategy by guiding the staff and Board in strategic planning to integrate and align ministry programs with the church's vision. Collaborate with the leadership team to craft an annual ministry plan that includes short term goals and lays the foundation for future ministry at Village.
8. Oversee and evaluate all staff and church ministries, ensuring that roles and responsibilities are known and performed in accordance with the church's mission and vision.
9. Be available to assume any role assignment directed by the Executive Committee as need arises.
10. Develop and maintain a consistent schedule of preaching and teaching, dependent on the Holy Spirit, that is rooted in scripture and fulfills the purposes in 2 Timothy 3:16.

Relationships

1. Reports to and serves on the Elder Board.
2. Receives an annual performance review from the Executive Committee according to the review policy established by the Personnel Commission.
3. Must be in a “soul-care” relationship, where continued spiritual formation is the aim.
4. Build unity within the staff and church ministries and shepherd/mentor church leaders.
5. Be personally involved in a life group or small ministry.