



Lead Pastor Job Description

Bay Presbyterian Church

The Lead Pastor (LP) has as their primary responsibility advancing the Vision of Bay Presbyterian Church (BPC) for the glory of God:

***Becoming a church obsessed with knowing Jesus, loving people,
and sharing the reason for our hope.***

Through the LP's leadership, preaching, and shepherding, the truth and grace of the Gospel will be proclaimed so that life transformation occurs as people come to Christ. With love as the dominant tone of the church, believers will grow and mature in their faith.

The LP shall oversee and work through the staff to promote the biblical emphasis of discipleship, evangelism, and community life in a relevant and impactful way. He/she will also give special priority to Next-Generation engagements which present the Gospel to younger generations and build leaders in that age group.

SPECIFIC DUTIES (time allotment range)

Leadership (40-50%)

To Session

The LP is the moderator of Session and in that role joins the other elders in ensuring that the ministries of the church honor the Lord and are achieving the objectives He has given BPC. The LP is accountable to Session through the job description, Policy Governance, and personal Ministry Objectives. The LP keeps Session informed of staff and ministry initiatives, direction, and challenges.

To the Staff

The LP is the head of staff and responsible to build a cohesive team through motivation, encouragement, aligning staff efforts and holding them accountable. Through direct reports, the LP is responsible for managing the overall ministry of the church through each staff's personal ministry objectives and regular job reviews.

To the church

The LP has the unique role of being seen as the prominent leader of BPC. In that role the LP is the keeper and promoter of the church's vision. This person's upfront and public ministry should welcome the newcomer and encourage the regular attender to deeper levels of spiritual commitment and involvement.

Preaching (30-40%)

Worship

The LP will oversee and be responsible for all aspects of Sunday morning worship by providing visionary direction. The LP will collaborate with staff and pastors in planning Spirit-filled worship experiences through which our church glorifies God, calls His people to repentance, spiritual growth, service, and evangelism. The LP will be sensitive to regularly asking for a personal response to the Gospel.

The pulpit

The LP is the primary preacher and teacher of God's Word to the congregation. The LP is responsible for building a preaching calendar and inviting or approving all guest speakers. The LP will work with the staff and key leaders in the celebration of the sacraments of baptism and Communion, and in celebrating the special seasons on the church calendar.

Shepherding (10-20%)

The church

Though often delegated through the Care Ministry, the LP will appropriately be involved in special worship services, weddings, funerals, and visitation. The LP must be noticeably present and available at the worship services and all-church functions. This leader will model a commitment to prayer.

The staff

The LP, in coordination with the other pastors and ministry directors, will take responsibility for the soul care of the staff and their personal and professional development.

Other Expectations

Beyond this job description, there are a number of expectations.

- The LP will take the time and energy to care for his/her own soul through pursuing a vibrant walk with Jesus Christ.
- The LP will set boundaries so that he/she is giving their spouse and family appropriate time and focus.
- The LP will place himself/herself in a position of personal accountability with mentors or other mature believers, and will keep Session aware of these individuals.
- The LP will pursue professional development so that he/she continues to be a "life-long" learner.
- The LP will be the main connection point between BPC and the Presbytery of the Alleghenies and will model a commitment to active participation in our denomination.

To apply, please contact Chris Lawson

DO NOT CONTACT THE CHURCH DIRECTLY

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