



Lead Pastor

Restoration Church Mission:

Make Disciples, Grow in Faith.

Position Function:

The Lead Pastor shall serve as the vision caster and overseer of Restoration Church, leading, equipping and inspiring the people. This person's main responsibilities will be to:

- **cast** the vision and mission of God's church
- **motivate** the church toward this vision through God's word
- **equip** leaders to fulfill this vision

Ministry Area / Department	Pastoral Staff
Position	Lead Pastor
Accountable To	Session and Presbytery
Ministry Target	Church and community
Position Is	Paid staff
Position May Be Filled By	Member of Presbytery
Minimum Maturity Level	Stable, mature Christian
Preferred Experience	5+ years serving in a medium-sized to large-sized church
Preferred degree certificates	Master of Divinity or Master of Christian Education
Beliefs	Must adhere to the EPC essentials of the Christian faith
Spiritual Gifts	Pastor/shepherd Administration Exhortation Teaching Evangelism
Talents or Abilities	Coaching & Mentoring Inspiring Leadership Effective communicator Excellent organizer Teacher/preacher



	Experience in leading others to Christ
Passion For	Shepherding God's people, equipping them for ministry and influencing the community for Christ

Personal Commitment and Development

1. Invest time into a vital relationship with Christ through prayer, Bible study and serving others.
2. Invest time in developing as a leader and person.
3. Make every effort to live into the vision and mission of Restoration Church
4. Pray regularly for the spiritual growth of church members and those connected with Restoration Church.
5. Maintain a separate Sabbath day other than Sunday.

Supervision

1. Develops short and long term goals with Session and HR subcommittee and leads development of metrics to measure effectiveness
2. Expected to operate with minimal supervision.

Responsibilities / Duties

1. Serve as Moderator of Session.
2. Serve as Head of Staff through providing vision while overseeing staff work & relationships. Serve with the Human Resources subcommittee of Session in order to provide the staff encouragement, resources and accountability.
3. Serve as a Presbyter with the Presbytery of the Mid-Atlantic through attending presbytery meetings, serving on committees and participating in other presbytery work.
4. Provide leadership and vision for the church. Direct plans for ministry and church growth; develop and fine-tune the church structure based on the Team-Based Ministry philosophy; provide for leadership training for Elders & Deacons.
5. Develop and design sermon series. Participate in evangelism efforts through preaching and other outreach opportunities.
6. Work with teams to develop stewardship emphases with God-given time, talents and treasure.



7. Oversee and ensure vision for congregational care:
 - a. Contact and visitation of hospitalized or grieving church members
 - b. Officiating weddings and funerals
 - c. Premarital counseling, counseling regarding salvation and spiritual issues and other counseling for church members
8. Perform sacraments of Communion and baptism
9. Oversee church discipline and manage conflict in the church. Seek to reconcile relationships and promote unity within the church.
10. Ensures implementation of church policies and procedures
11. Ensure budget is developed, implemented, and monitored
12. Recommend strategies for growth and program improvement

Leadership Expectations

1. A visionary who can also lead in executing the vision & outreach efforts of the church while being intentional in witnessing to groups and individuals
2. Possesses a high level of emotional intelligence and discernment skills
3. A demonstrated leader with people management and coaching skills overseeing the programming staff
4. Has the capacity to teach and connect the Good News of Jesus Christ to people caught in the undertow of today's culture and spiritual warfare
5. Has a warmth of personality that people respond to because of his/her relationship with Jesus Christ as modeled in their lives