

# CHANGEPOINT

## Position Focus Sheet

**Position Title:** Lead Pastor

**Effective Date:** March 1, 2010

**Reports To:** ELT and Elder Board

**Hours/Week:** 40-50; Sun-Thu

**Position Reporting to Lead Pastor:** All direct ministry lanes; including but not limited to: adult ministries, celebration, children's ministry, student ministry, care/compassion and missions.

**Interacts Closely with these Positions:** Elder Board, ELT Team and Dept Heads

**Position Purpose:** To provide leadership and direction to the ministry teams that is responsible to execute all areas of ministry.

### **Gifts and Abilities Needed:**

- Character qualifies for Eldership
- Serves as both Executive Leader and Elder
- Masters Divinity or similar degree
- Ten or more years experience in ministry
- Experienced in managing staff in multi-staff church arenas
- Able to search, discern, model, teach the scriptures to others
- Skilled in teaching small and large groups
- Able to occasionally meet pulpit needs
- Effective communication skills in staff and public arenas
- Able to lead others well in character and truth
- Able to fly fish and provide appropriate regular free outings to Elders

### **Ongoing Responsibilities:**

- Assure implementation of the vision, mission, values, core practices, and guiding principles throughout the organization.
  - Provide oversight leadership to Deacon/Volunteer teams through department leaders in developing ministries to maintain vision and guidelines of organization.
- Directs and monitors departmental leaders in ministry arenas in the primary areas of Enjoy, Transform and Demonstrate.
- Provide expert ministry counsel, direction, and leadership to ministry leaders.

- Provide leadership work collaboratively on direction for the following areas:
  - Adult Ministries (leadership development, communities, assimilation)
  - Care/Compassion In Reach
  - Celebration
  - Children's Ministries
  - Missions Outreach
  - Begin transitioning to this for Students
- Oversees and works with HR for annual and long term plans for staff development, teamwork, communication, etc.
- Provides leadership and direction for the vision of financial stewardship for the organization.
- Participates in Executive Leadership Team.
- Works with Chairman of the Eldership and Executive Pastor to plan elder meetings.
- Provides leadership and direction as part of ELT for the annual ministry planning and budgeting process.
- Provides visible leadership in teaching and occasional pulpit presence.
- Invests and develops key staff in personal areas of character, behavior, teamwork, and skills.
- Continue staff healing in areas of hurt, fear, and the past.
- Plan and lead elder retreats.
- Share in providing Elder Training as part of annual training calendar.
- Lead Department Leader Team and Meetings; instilling and maintaining team management of the How in Changepoint Ministry.
- Provides continual guidance to elders and direction to deacons, volunteers and staff regarding roles in lanes and ministry areas.

**Goals:**

- Continue to develop acceptable performance expectations of key leaders.
- Continue to solidify and implement Elder vision within key ministry departments through budget and ministry planning processes.
- Pursue and develop Elder key goals for 2010-11 of changing the DNA of the congregation from attendance to demonstrating the heart of Christ.
- Work with Missions Pastor to fully develop Missions Outreach vision, budget, and practices; including short-term missions, targeting rural Alaska, Uncommon Gift, and partnerships with mission organizations and individual missionaries.
- Work with Care Pastor to fully develop Care/Compassion In Reach vision, budget and practices; including Love Inc partnership, volunteer counseling, prayer, recovery/support groups, and hospital/prison ministries.
- Further develop Adult Ministries/Demonstrate Team collaboration to prevent silos.
- Oversee and direct Adult Ministries through Assimilation changes, solidification of current plan for ministry yr 10-11, and staff changes.
- Begin oversight for Student Ministries and continue growth/progression of ministry area.
- Provide leadership for Children's Ministry implementation of ministry for a new Sunday night service and refreshing of their regular ministry program.
- Establish and continue exceptional communication and marketing throughout organization. (newsletters, U-tube, announcement prioritization, bulletin coordination). Dan should have a role in this.

- Provide leadership for Celebration Team including formal planning for retooling the stage, equipment, and sound control issues.
- Model and direct staff toward Team Management in conjunction with ELT and Dept Leaders.
- Coordinate Changepoint efforts to partner with other churches and organizations in ministry opportunities.