

Terms of Call

Mission Focused Awareness

The Congregation is aware that the incoming lead pastor's primary focus is to lead the church to become a highly focused disciple-making church that reaches the community's Nones, Dones, and younger adults. To accomplish this, the church understands there will be need to be a fresh and renewed spiritual focus by the leaders first, followed by the congregation as a whole. The following expectations will create a congregational culture that can sustain a 1 Corinthians 9 (1C9) Congregation – a congregation with the will and the means to do “whatever it takes” to reach the unreached for Jesus Christ.

Suggested Job Description

The primary role and responsibility of the lead pastor is to lead the congregation to fulfill its mission and reach its vision. The pastor will accomplish this by:

1. **Conspicuous Spiritual Modeling.** Without a spiritually centered and focused pastor, there can be no authentic ministry. This is the most important characteristic and practice for every leadership position. The lead pastor must model and behave according to the membership and leadership covenants. The lead pastor should conspicuously model prayer; personal Bible study (outside of sermon preparation); encouraging the spiritual faith of Christians and even non-Christians in a personal way; doing non-anonymous good deeds in the name of Jesus Christ; and sharing faith with the unchurched. In addition, the lead pastor (and all staff, for that matter) should engage a regular spiritual retreat regimen.
2. **Mission Alignment and Fulfillment.** The lead pastor is responsible for ensuring everything the church does is aligned with its mission, is achieving its vision, and is operating within its values. Any activity/program/event that is not specifically aligned must be evaluated and either brought into full alignment or disbanded. In addition, the lead pastor is ultimately responsible for mission and vision attainment.
3. **Vision Creation, Casting, and Alignment.** The lead pastor is responsible for developing and keeping the vision before the congregation as well as keeping it alive in the community. The former may be accomplished through preaching, teaching, writing, coaching, and conversation. The latter may be accomplished by community involvement – indeed, the lead pastor should spend as much as 50 percent of his time each week networking in the community. This networking time should include one-on-one conversations with community leaders, business professionals, non-profit leaders, etc. as well as following up with visitors, returning guests, and new members.
4. **Team Building.** In Jim Collin's book *Good to Great*, one of the key marks of a great company is that they not only have the right people on the right bus, they have the right people in right seats. The lead pastor is responsible for ensuring the right key leaders are in the right jobs. Hence it is critical that the lead pastor have the authority to fill key

leadership positions with those who are qualified and who are team players. The lead pastor is responsible for the supervision of all staff members and is charged with holding each one accountable to the mission, values, vision, and performance goals. In addition, the lead pastor must be able to remove non- or under-functioning staff as needed. It is also the lead pastor's responsibility to mold the key leaders into a team that acts and reacts as one ... in unity. This is accomplished through coaching, caring, staff meetings, staff activities, staff worship and retreat, staff education and training, and ensuring each staff member is growing spiritually.

5. **Fund Raising.** Finally, the lead pastor is responsible for ensuring the funding of ministry is available. The lead pastor is the most influential stewardship champion in the church. The lead pastor must be fully aware of the financial needs of the congregation as well as knowing the financial resources of the church and the church members.

Everything rises and falls on leadership and the buck stops at the lead pastor's death. The pastor is ultimately responsible for everything that goes on in the church. Member care, discipleship, leadership development, benevolence, worship, programming, and administration are all a part of the lead pastor's portfolio and the pastor is responsible for ensuring these areas are adequately covered. However, in order to hold the lead pastor accountable, the pastor must be given the authority to make the necessary decisions and have access to the resources to fulfill the responsibilities.

The lead pastor reports to the church board who is charged with holding the pastor accountable to the mission, vision, goals, and responsibilities.

Expectations On the Lead Pastor

Model spiritual practices and maturity; Lead the church to become a New Testament aligned congregation (Ephesians 4:11–13; Acts 2:42–47; Acts 6:1–7); Measurably grow the church's average attendance, the number of baptisms, the number of participants engaged in intentional spiritual development groups and practices, the number of leaders committed to passionate and mission-critical ministries, and the church's financial resources; Ensure Mission and Vision alignment by all staff and leaders; Ensure Mission and Vision alignment of all church activities, programs, ministries, missions, and outreach; Set and reach annual growth goals; Ensure adequate member care; Ensure mission and vision aligned, adequate, and effective staffing;

Expectations On Church Leadership

Adopt a meaningful leadership covenant; Adopt, implement, and model the membership and leadership covenants; Hold one another and the membership accountable for keeping the covenants; Model spiritual practices and maturity; Hold the lead pastor accountable for implementing and maintaining mission and vision alignment in every area of the church including leadership and staff; Work with the lead pastor in setting measurable annual church goals; Hold the lead pastor accountable for reaching the annual church goals; Assist the lead pastor in reaching the annual church goals, the mission, and the vision; Align the rules and policies with the mission and vision; Have

the lead pastor's back at all times, but in particular during periods of transition; Set policy as needed.

Expectations On the Congregation

Adopt a meaningful membership covenant; Increase spiritual commitment and depth; Become a New Testament aligned congregation (Ephesians 4:11–13; Acts 2:42–47; Acts 6:1–7); Become the most welcoming, adoptive, and spiritually contagious congregation in the area.

Expectations On the Church

To become a church so well known, welcoming, and life transforming in the community (and beyond) that even the committed unchurched remark that if they were going to go to church, this is the church where they'd go.

To become such a faith-practicing, spiritually contagious church that Committed Consumer Christians become uncomfortable enough to make a change.