

Lead Pastor

Job Description and
Church Overview



COLE COMMUNITY
MAKING DISCIPLES OF JESUS CHRIST

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Vision

MAKING JESUS KNOWN TO THIS GENERATION SO THAT THEY KNOW HIM, LOVE HIM, FOLLOW HIM, AND LEAD OTHERS TO HIM.

About Cole Community Church

For more than seventy years, Cole Community Church has prepared disciples for their walks with Christ in the Treasure Valley and all around the world. Our non-denominational congregation is about 200 people (in person and online). We find ourselves in a season of change, and we are looking for a leader who will equip our staff and provide strong leadership to move forward.

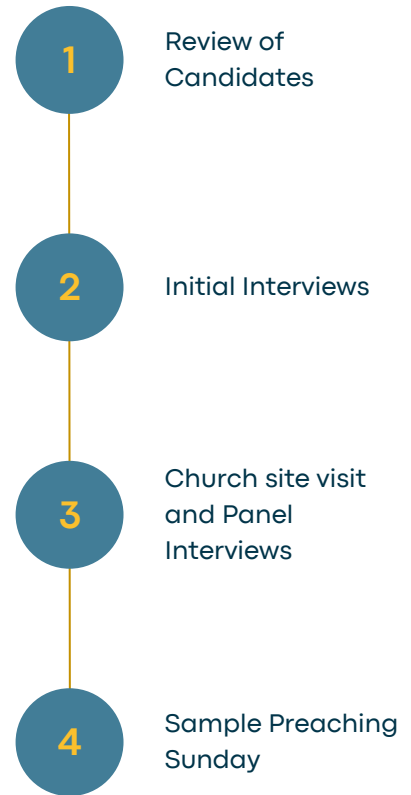


Read more about our core values and doctrinal stances on our website at <https://colecommunity.org/about/our-beliefs/>

Proposed Timeline

We have begun accepting applications, and the position will remain open until filled.

If you would like to apply, please submit your completed application and ministry portfolio (components outlined on page 10) to the Pastoral Search Committee at search@colecommunity.org.



Position Summary

The Lead Pastor is responsible for teaching, shepherding, leading, and equipping the flock at Cole Community Church. He will serve as an Elder and function as the Staff Lead while helping to cast vision for the church.

Education

Master of Divinity or equivalent. Experience preferred in an evangelical church, particularly in the areas identified as areas of responsibility.

Personal Qualifications

- Personal commitment to the Lordship of Jesus Christ, with an emphasis upon gentleness, self-control, character, knowledge of God's Word, spiritual maturity, personal prayer, and spiritual leadership, allowing the Holy Spirit to direct him.
- A commitment to Cole Community Church, its fellowship, theological stance, doctrinal statements, and white papers.
- Mature Christian character conforming to the qualifications of an Elder as expressed in 1 Timothy, Titus, and 1 Peter.
- Have a verifiable history of living and modeling Christian character in personal and professional life, serving as a Christian role model to family and friends and the church.
- Have a testimony of personal judgment, dignity, and Christian living consistent with passages as Ephesians 5:25-33; Colossians 3:12-17; and, 2 Peter 1:1-10.
- Spiritual Gifts and calling commensurate with the position. The demonstrated gifts of Teaching, Pastor, and Leadership are required; also, gifts such as those of Administration, Encouragement, and Discernment are highly desirable.
- A strong biblical foundation that provides the ability to handle the Word of God accurately and to refute error (2 Timothy 2:15; Titus 1:9).



Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The qualifications listed below represent the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Vision caster, strong communicator, and highly collaborative leader; proven experience teaching and effectively communicating Biblical truths.
- Highly relational, motivates others to action, disciple maker, adaptable and teachable.



Essential Duties and Responsibilities

WORSHIP

The Lead Pastor will:

- Conduct regular worship services in conjunction with the ministry staff, calling upon staff and lay people as necessary.
- Ensure that the content of all worship is consistent with scripture and with God's leading
- Regularly teach through sermons in worship services, with the focus being on expository teaching through God's Word and the church's vision, goals, and objectives
- Work with the Worship Pastor or team to creatively plan the service flow and elements.
- Plan out each sermon series and key elements, review with Elders and Staff Leadership Team.

LEADERSHIP AND ADMINISTRATION

Under the authority of the Elders, the Lead Pastor will lead and partner with the Church Staff.

The Lead Pastor will:

- Drive the vision for the ministry of the church which is consistent with the elders' stated vision. The pastor should communicate that vision effectively and in a manner which motivates the staff, church leaders, and congregants to strive to achieve the mission, goals, and objectives.
- Provide leadership for church staff functions, including the duties of directing the priorities of staff, evaluating their efforts regularly in conjunction with the church leadership, and assuring consistency with the overall direction of the church's priorities.
- Report regularly on the activities and effectiveness of the ministry staff to the Elders and, if called for, to the congregation.
- Conduct staff meetings on a regular basis for the purpose of supervising the activities of the staff, assigning tasks and priorities, and planning for ministry.
- Shepherd the staff, encouraging them to grow in spiritual maturity.
- Serve as ministry staff advocate and liaison with the Elders
- Put together long-term master plans, and drive the overall teaching calendar.

SPIRITUAL GROWTH

If Christians are to be more like Christ, we must grow deeper in our relationship with Him. The Pastor will lead the congregation, by his example, to a deeper walk with Christ.

- Personal Growth—the Lead Pastor will:
 - Set aside time for personal study, prayer, and daily devotions
 - Maintain an active prayer life and intercede on behalf of the church, its leaders and congregants
- Congregational Growth—the Lead Pastor will:
 - Encourage spiritual growth to make disciples and bring them to maturity through teaching, spiritual disciplines, small groups, children, youth, and young adult ministries and other church programs.
 - Encourage and lead others to equip the saints to do the work of the ministry.

Essential Duties and Responsibilities Cont.

PASTORAL CARE

Recognizing that churches are critical for their members and attendees during times of crisis, the Lead Teaching Pastor will:

- Personally participate in meeting the spiritual needs of the Cole body, family, and friends, when called upon to do so.
- Assist in the planning and implementation of systems in the church for helping congregants and friends in need.
- Maintain strict confidentiality in all matters of a personal nature, seeking permission when advisable to involve professionals in the care of congregants and friends in need.
- Strive to observe scriptural teaching regarding the proper ways to minister to and admonish congregants and friends who have strayed from their walk with Christ.
- Work in conjunction with the ministry staff to conduct visitation in order to remain close to the real needs of the church's congregants.

Outcomes and Success

SUCCESS IN THIS POSITION WILL LOOK LIKE...

- Alignment and ownership of the mission, vision, and values of Cole Community Church that sees more and more people coming to Christ and maturing in Christ.
- Compelling messages that are expository, faithful to the text of scripture, relevant, and effective in reaching multiple generations and various stages of spiritual growth (mature believer, first time attender, new believer).
- Sermon series, teaching content, and master plans are developed and executed with excellence; they are relevant to culture and practical for people to apply to their everyday lives.
- Effective leadership that prioritizes equipping the saints to do the work of the ministry.

How to Apply

If you would like to apply, please submit your completed application and ministry portfolio as outlined below to the Pastoral Search Committee at search@colecommunity.org.

APPLICATION MATERIALS

- Cover letter
- resume

THREE REFERENCES

(full name, relationship to you, email and phone number)

- Pastor reference
- Friend reference
- Employer reference

BACKGROUND/MINISTRY QUESTIONS TO ANSWER

- In 80 words or less, please give us a quick snapshot of who you are.
- How would you best summarize your relationship with God?
- What evidence of the Holy Spirit's work through your personal ministry have you witnessed in the lives of others?
- Links to a variety of sample messages you have taught
- How would you describe a successful lead teaching pastor?

PLEASE ATTACH THE RESULTS OF ANY OF THE FOLLOWING PERSONALITY ATTRIBUTES YOU MAY HAVE TAKEN:

- Myers Briggs
- DISC
- Strength Finders
- Enneagram





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