CORNERSTONE
community church

# *Lead Pastor Job Description*

Cornerstone Community Church is seeking a Lead Pastor to partner with us as we seek God's preferred future for our congregation and ministry.

The Lead Pastor will be accountable to the Presbytery of the West through its Ministerial Committee and to the Session of Cornerstone Community Church.

The Lead Pastor is called to work on a full time basis (approx. 50 hours per week).

## RESPONSIBILITIES

The primary responsibility of the Lead Pastor is to faithfully shepherd the congregation under the authority of Jesus Christ and His Word. This includes devoting himself to prayer and the ministry of Scripture; preaching and teaching sound Biblical doctrine; providing spiritual leadership and direction for the church; shepherding, counseling, encouraging, and caring for members of the congregation; protecting the church from false teaching and spiritual harm; equipping believers for ministry and developing other leaders; working collaboratively with the elders in the spiritual oversight of the church; promoting unity and Biblical maturity within the body; and faithfully carrying out the work of evangelism and discipleship. The Lead Pastor should lead primarily through Biblical teaching, Godly example, humble service, and genuine love for the congregation rather than through positional authority alone.

***The lead pastor will actively engage in the following:***

**1. Faithful Biblical preaching and teaching** — To accurately interpret, clearly communicate, and faithfully apply the whole counsel of God's Word, understanding that Biblical truth is often culturally unpopular. *(2 Timothy 2:15; 2 Timothy 4:1–5; Titus 1:9)*

- Serving as the primary preacher and teacher within a collaborative-team model, preaching approximately 40 times per year and leading, mentoring, and training the team of staff, pastors and teachers.
- Discipling and training Session and facilitating the ongoing recruitment, discipleship, and training of potential new Elders and Deacons (including intentional and ongoing work with the nominating committee). Actively and intentionally serving as moderator of Session.

**2. Shepherding and pastoral care** — To know, love, encourage, counsel, protect, and care for the congregation with compassion and genuine concern for their spiritual well-being. ( *John 10:11–15; Acts 20:28; 1 Peter 5:2–3)*

- Home visits and visibly engaging with small groups.
- Officiating weddings and funerals as needed.

**3. Spiritual leadership and equipping others** — To provide Biblical direction for the church while developing, discipling, and equipping others to use their gifts and participate in the work of ministry. (*Ephesians 4:11–16; 2 Timothy 2:2)*

- Responsible for the worship life of the church - coordinating with the Session and Deacons, Director of Worship Arts, Director of Children and Family Ministries, and associated committees.
- Supervising and managing staff (Currently 3 direct reports and multiple indirect reports) and working closely with the Personnel Committee.

**4. Doctrinal discernment and courage** — To recognize theological error, hold firmly to sound doctrine, protect the church from false teaching, and graciously correct error when necessary. (*Titus 1:9; Acts 20:28–31; 2 Timothy 2:24–26; 2 Timothy 3:1-5 and 12, 16; 4:2-5; Galatians 1:8; Jude 3-4, 19-23)*

- Actively maintaining and progressing Cornerstone's vision for ministry through a Christ-centered, collaborative team model which includes Biblical preaching and teaching, leadership and discipleship, administration, and pastoral care.

**5. Relational wisdom and gracious leadership** — To communicate well, navigate disagreement, receive counsel, resolve conflict, and lead with humility, patience, gentleness, and wisdom. Through gracious leadership skills, the Lead Pastor will effectively connect with Session, staff, and congregation. (*2 Timothy 2:23–25; Ephesians 4:1-7; 1 Peter 5:2–3; James 3:17)*

- Serving as head of Staff, the Lead Pastor nurtures a collaborative and relational environment with Staff and Session that embodies the mission and values of Cornerstone.
- Teaching and providing leadership, materials review and creation, for groups such as adult education, Elder and Deacon training, new member classes, Bible study groups, and other related opportunities as needed. While it is not expected that the Lead Pastor will lead all of these groups, he is to ensure that leaders are equipped

and able to lead and remain within the biblical and theological bounds of the EPC, Westminster Confession and Reformed tradition.

- Being visible and present in the life of the church.

**REQUIREMENTS**

- **Love Jesus!** As evidenced through a vibrant, mature, and growing faith in Jesus Christ.
- Demonstrate a proven ability to exegetically preach expositorily and topically, the whole counsel of Scripture, weekly. Responsible for coming up with cohesive preaching series that others can carry on in his absence.
- Must possess a pastoral love for people, be highly skilled in relating to the varied and unique members of the body of Christ, and thrive in the leadership role of a collaborative and relational leadership environment.
- Utilize excellent communication skills with demonstrated ability to work effectively with Session, Deacons, staff, volunteers, and communicate consistently with all levels of leadership and congregation. This includes a proficiency in leadership development including recruitment, training, and nurturing of staff, church officers and volunteers.
- M.Div. / Ministerial degree and ordained in the EPC or can be ordained in the EPC.
- Understand and be faithfully committed to the EPC and Reformed tradition.
- At least two years experience as Lead or Associate Pastor strongly preferred. Leadership experience in multi-staff organization preferred.
- Must be able to pass a background test, drug screen, and any other legally-required qualification to work in the EPC and the State of Colorado.

***Might God be calling you to Cornerstone Community Church?***

Please submit your resume and personal information form to pastorsearch@csgreeley.org.

***We look forward to getting to know you!***