



Lead Pastor

Department: Admin & Leadership

Reports to: Elder Team; oversees the Lead Pastor who is the 'first among equals' on the Elder Team

Works With: All staff; primarily Elders, Senior Leadership Team, and Pastor/Director Team

Direct Reports: Senior Leadership Team

SUMMARY:

The Lead Pastor is responsible for *helping people take a step closer to Jesus* by providing spiritual, directional, and cultural leadership for the church. This role (*as stated in section 8.100 of the gracespring Bible Church Constitution, cited below*) is grounded in the biblical call to devote oneself to prayer, the ministry of the Word, and the shepherding of God's people. The Lead Pastor carries primary responsibility for vision clarity, teaching, and spiritual leadership, while empowering others to lead and execute ministry across gracespring.

8.100 Duties: The Lead Pastor/Teacher's duties are according to Scriptures, the giving of himself to prayer, the ministry of the Word, the administration of the ordinances, and along with the Elder Team shall have pastoral oversight of the flock, and the guidance of the spiritual and temporal. He shall be an ex officio member of all councils and committees, and he shall be a voting member of the Elder Team.

KEY COMPETENCIES:

- Leads primarily through vision, teaching, and modeling spiritual maturity; not task execution
- Empowers others to carry operational and ministry leadership responsibilities
- Prioritizes ministry clarity, culture health, shepherding, and development of pastors and senior leadership
- Oversees and functions effectively with a shared leadership model across defined organizational lanes

AREAS OF RESPONSIBILITY:

- **Preaching and Teaching (40%)**
 - Serve as the primary teacher at gracespring (teaching 35-38 Sundays per year)
 - Provide leadership and guidance for the Teaching Team (series planning and theological alignment)
 - Contribute to the overall discipleship direction of the church through teaching
 - Communicate Scripture in a way that is clear, compelling, and applicable, keeping both evangelism and spiritual formation in mind

- **Spiritual and Visionary Leadership (25%)**

- Champion the mission and vision of gracespring in partnership with the Elder Team
- Discern and articulate long-term vision and strategic priorities
- Uphold and protect theological integrity and doctrinal clarity
- Lead from a posture of prayer, dependence, and regular rhythms of personal soul care
- Provide clear vision to the Senior Leadership Team to guide ministry focus and priorities

- **Leadership Development and Shepherding (15%)**

- Shepherd and help to develop key staff leaders
- Invest in the spiritual health and leadership growth of pastors and directors
- Model and cultivate a healthy, humble, and accountable leadership culture
- Provide care and guidance in critical pastoral or leadership situations
- Provide pastoral presence for congregation in key moments (visitations/weddings/funerals)

- **Organizational Oversight (10%)**

- Partner closely with the Executive Pastor and Executive Directors to ensure effective ministry execution
- Maintain clarity and boundaries between vision (Lead Pastor) and implementation (staff leadership)
- Ensure alignment of ministries, teams, and priorities with the overall direction of gracespring
- Speak into key organizational decisions, staffing direction, and ministry priorities
- Support a healthy, aligned, and forward-moving organizational culture

- **Community and Partner Engagement (5%)**

- Represent the church within the local community and with ministry partners
- Build and maintain strategic relationships that advance the mission of gracespring
- Engage in opportunities that extend the church's presence and influence beyond its walls
- As led, serve in key external roles such as boards or strategic initiatives

- **Communication and Voice (5%)**

- Serve as the primary voice that brings clarity, consistency, and direction to the church body
- Communicate vision, priorities, and spiritual direction via communication tools/media or other avenues that are in addition to the weekend gatherings
- Ensure the church understands and engages its mission with clarity and alignment
- Partner with staff leadership to maintain consistency and effectiveness across communication channels