



Lead Minister

Job Description · First Capital Christian Church

Position: Lead Minister

Organization: First Capital Christian Church

Reports To: Board of Elders

Status: Full-time, vocational ministry

Location: Corydon, Indiana

POSITION SUMMARY

The Lead Minister provides the primary spiritual, directional, and organizational leadership of First Capital Christian Church. This role exists to glorify God by leading the church in making disciples, faithfully teaching the Word of God, casting clear vision, building a healthy and unified staff, and advancing the mission of Jesus Christ both within and beyond the walls of the church.

CORE RESPONSIBILITIES

Preaching & Biblical Teaching

- Provide consistent, dynamic, biblically grounded teaching.
- Develop and lead a preaching-team model that strengthens the teaching ministry of the church
- Provide biblical teaching that prioritizes discipleship and spiritual depth.

Vision & Directional Leadership

- Set and clearly communicate vision and direction for the church
- Create clarity and alignment across all ministries
- Lead change at a healthy, sustainable pace appropriate to the church's culture

Staff Leadership & Development

- Lead, shepherd, and bring accountability to the staff with energy and clear direction
- Work collaboratively with the Core Team to advance the church's mission and vision
- Develop and strengthen current and staff on their leadership journey
- Address conflict directly, clearly, and in a biblically faithful manner

- Build a staff culture of trust, ownership, unity, long-term sustainability and tenure
- Empower staff and volunteers without micromanaging

Discipleship & Spiritual Formation

- Champion a churchwide commitment to intentional biblical discipleship
- Lead people toward active engagement and spiritual growth
- Identify, mentor, and develop spiritual leaders within the congregation, equipping them to disciple others and strengthen the ministry of the church
- Model personal spiritual maturity and a fully devoted walk with Jesus Christ

Congregational Care & Presence

- Build trust through consistent, visible presence and deeply care for people
- Communicate clearly and consistently from all platforms and in personal interaction
- Be highly relational and accessible

Mission & Outreach

- Lead the church in local, domestic, and global missions
- Champion the Church Anywhere model and microsite network as an extension of the church's reach

QUALIFICATIONS

- A minimum of five (5) years of vocational ministry experience in a leadership role
- Provide proof of ordination
- Bachelor's degree in ministry, theology, biblical studies, or a related field is preferred but not required.
- Meets the biblical qualifications for elder / lead minister (1 Timothy 3:1–7; Titus 1:5–9; 1 Peter 5:2–3).
- Full agreement with, and ability to faithfully teach, the FCCC Statement of Faith
- Demonstrated strength in both biblical preaching and staff and organizational leadership
- A proven record of discipling people and developing leaders

CULTURAL FIT

- Highly present and visible with people; earns credibility through consistency
- Values collaboration, team health, and cohesiveness
- Embodies a welcoming, humble, mission-driven, and Kingdom-focused posture

THEOLOGICAL ALIGNMENT

- Affirms the Holy Bible as the inspired, fully truthful, and authoritative Word of God
- Affirms baptism by immersion as the biblical response of personal faith and obedience to the gospel
- Affirms the priesthood of all believers and celebrates the ministry of both men and women

APPLICATION PROCESS

Interested candidates please visit **Careers** to review the position details and submit your application, along with a resume, ministry profile, personal statement of faith, and references