



Lead Pastor

Job Position & Description

The Lead Pastor will provide pastoral leadership to the staff, elders, deacons, and congregation of Journey Church through regular preaching and teaching, developing and casting vision, and active care to the church body. This would include the commands for evangelism, discipling, developing the body to reproduce itself in the community around us and the world beyond. The Lead Pastor motivates and compels Journey Church through his commitment to and delivery of biblical content via sermons each Sunday morning, and he is responsible for leading the staff in their ministry assignments and shepherding them in their walk with Christ. The Lead Pastor's main objective and priority should be to shepherd the congregation of Journey Church, casting vision for and leading the organization. The Lead Pastor must possess the ability to make decisive, critical choices in a timely manner in order to have a Great Commission impact and execute the vision of the organization.

Roles & Responsibilities

VISION CASTING & STRATEGIC LEADERSHIP

- Provide guiding vision for Journey Church's long-term goals and strategy in collaboration with the Elder Board.
- Advocate for Journey Church's vision of growing as whole-hearted disciples of Jesus Christ
- Ensure doctrinal consistency, organizational alignment, and cultural integrity across all ministries.
- Collaborate with Elders and Operations Director to stay apprised of business and financial aspects of the church
- Collaborate with the Spiritual Formation Pastor to implement the Journey Church Spiritual Formation strategy for every man, woman, and child.
- Collaborate with the Worship Director to ensure a cohesive flow of service and an atmosphere of worship is established.

STAFF DEVELOPMENT

- Cultivate a healthy team culture that enables staff members to flourish in their job responsibilities and as disciples of Christ.
- Manage Spiritual Formation Pastor, Worship Director and Operations Director in semi-monthly 1:1 meetings.
- Provides oversight for staff development rhythms such as meetings, retreats, reviews, sabbaticals, and transitions.
- Prioritizes long-term health and development of staff as fellow ministers of the gospel.
- Collaborates with elders and operational leadership to steward compensation, performance, and communication.

PREACHING & TEACHING

- Preach most Sundays (minimum 35 times a year) and provide vision for the Sunday gathering (exegetical/expository preaching preferred, occasional topical preaching when beneficial)
- Schedule and provide direction and feedback to other preachers who preach sermons
- Set annual preaching schedule (fixed 3 months out)
- Schedule in coordination with the Elder board to host family meetings quarterly or as often as necessary to cast vision, conduct business and encourage the congregation.
- Be available to teach 3-5 times a year (combined) in Bible Studies and Formation Classes
- Be available to teach 1-2 times a year (each) in Children's, Student, and Young Adult ministries

PASTORAL CARE

- Shepherd Journey's congregation through prayer, counsel, and regular pastoral check-ins.
- Provide timely response to all forms of communications (calls, text, emails) from the congregation.
- Coordinate with other Staff and Lay elders on needs of the body.
- Be accessible and present to the body, while leveraging elders, deacons, and staff to assist in the same way.

Qualification & Character Traits

- Fulfill the character qualifications of an elder described in 1 Tim. 3 and Titus 1
- Humble, vulnerable, teachable, and team oriented
- Relates well to people of all ages and backgrounds with empathy, presence, and wisdom
- Decisive decision maker
- Exhibits maturity in offering and receiving corrective feedback with grace, and skillfully leads others through conflict toward unity and resolution
- Self-starter and anticipates needs without oversight
- Servant-hearted leader who celebrates the advancement of others in leadership
- Takes initiative, and innovates, to fulfill the musts of discipleship and evangelism
- Adherence to Journey Church's Statement of Faith and By-laws
- Commit to fulfill the covenant of Journey Church
- Models generosity by committing to be a tithing household at Journey Church

Skills & Experience

- 5+ years experience in Pastoral Ministry (lead pastoral ministry preferred)
- M. Div preferred, or equivalent work experience in a related field (10 + years in lead pastoral ministry)
- Excellent verbal and written communicator: one-on-one and to the entire church
- A clear, engaging, and faithful expositor of the Scriptures
- Able to communicate complex biblical truth with clarity, conviction, and pastoral sensitivity
- Demonstrates a shepherding posture from the pulpit—calling people to repentance, faith, obedience, and hope in Christ
- Ability to lead others to lead, and equip others to equip (Eph 4:11; 2 Tim 2:2)
- Able to care for/counsel the whole person from the whole counsel of Scripture
- Focuses on the tasks at hand and efficient follow-through

- Proficient in organization and building of systems
- Able to oversee and provide leadership for multiple teams/ministries
- Proven experience in change management
- Proven ability to craft and implement church-wide mission and vision

Schedule

AVG HOURS: 40-50 HRS PER WEEK

STATUS: FULL TIME

REPORTS TO: ELDERS

SALARY: SALARY + BENEFITS PACKAGE

SUNDAY

8 AM - 1 PM

MONDAY

FLEXIBLE REMOTE DAY

TUESDAY

8:30 AM - 3:30 PM IN-OFFICE

WEDNESDAY

12 - 3 PM & 6 - 8:30 PM IN-OFFICE

THURSDAY

FLEXIBLE REMOTE DAY

To apply, please submit your resume and cover letter to hr@journeyteam.org.