



**Job Title:** Lead Pastor  
**Status:** Full-time  
**Reports to:** Board of Elders  
**Date Prepared/Revised:** Feb 2019

### General Description

The Lead Pastor (LP) is responsible for leading the elders as a “first among equals” in their collective efforts to shepherd the flock. The LP is the communicator of the vision to the church and has the general duties of leading the elders and staff in carrying out that vision.

### Leader

1. The LP, in cooperation with the Council of Elders (COE) is responsible for establishing, communicating, and directing the vision of the church.
2. The LP is responsible for the ongoing growth of the COE in the Word and Prayer.
3. The LP is responsible for setting the agenda, conducting, and assigning actions steps of COE meetings.
4. The LP is responsible for leading the COE in praying for, discovering, and training future elders.
5. The LP is responsible for taking the necessary steps to encourage, discipline, and recover any elder in error according to Scripture.

### Communicator

1. The LP will be the primary preacher on Sunday morning, preaching at least 40 of the 52 weeks.
2. The LP will set the pace of expository exultation in preaching.
3. Arrange for additional Preachers as needed
4. Participate in the creative process as it relates to Sunday morning
5. Prayerfully prepare an annual preaching calendar

### Administration

1. The LP is responsible to meet weekly with the vocational pastors and

- staff to encourage, pray, and provide direction in their roles.
2. The LP meets weekly with the pastoral staff to evaluate activities including, but not limited to, services, guest engagement, facilities, Bible study, Growth Groups, etc. From these evaluations, action steps are assigned.
  3. The LP is responsible to monitor, direct, and inform all appropriate parties concerning the financial status and direction of the church.
  4. The LP (or the COE's designate) is responsible for moderating all members meetings of the church.

### **Spiritual Oversight**

1. The LP is responsible for preaching and teaching the Word of God in regular and special meetings of the church.
2. The LP is to be an example in evangelism and discipleship by demonstrating consistent efforts in these areas.
3. The LP is to be an example in personal spiritual disciplines such as Bible reading and prayer.
4. The LP is to be available for spiritual, marital, and other aspects of counseling along with other qualified members of the staff and church

### **Personal Responsibilities**

1. Maintain God ordained priorities in your life by putting Jesus Christ first, your spouse second, your children third and the ministry fourth.
2. Give joyfully of your income to the vision of FBCBB.
3. Be loyal to the vision and elders of FBCBB and always protect the unity of the church.

## **STAFF VALUES**

### **Community**

We are a team, modeling community for our church. We'll celebrate each other's victories, pray for each other, and treat each other with respect. We'll do life together.

### **Professionalism and Excellence**

We value each other's privacy and schedules in the office and in the home. People will know where we are during the day, what time we'll be in and what time we will leave. We will do the things that matter most first, and not overlook the important for the urgent. We will do what we say we will do and be on time and prepared for meetings.

### **Team Ministry**

We can accomplish more together than we can individually. We are not a federation of sub-ministries and realize that we all have a part in the overall vision of the church. We will communicate with each other and collaborate with each other. We will respect each other's roles and positions.

### **Right Priorities**

We will meet with God every day. We will cheat the ministry and the church before we cheat God and our families. We will work hard so we can honor our days off. We never take our staff hat off and realize that people are always watching.

### **Retreat and Relax**

We will retreat once a year as a staff. We will retreat once a year by ourselves. We will use our vacation time and attend conferences.

### **People Matter**

People matter more than programs, buildings and budgets, but not more than principles and purpose. We will get back with people within 24 hours when they call or e-mail us. We will close the loop on communication.