

**CHRISTIAN FELLOWSHIP CHURCH – NEW HOLLAND, PA**  
**LEAD PASTOR**  
**JOB DESCRIPTION**

**PURPOSE OF THE MINISTRY POSITION:** Oversee the general spiritual condition of the church, serve as the primary preacher and teacher of God’s Word, and lead the operational ministry of the church, including all staff.

**PRIMARY RESPONSIBILITIES:**

**PERSONAL**

1. Be a diligent student of the Word, maintaining a lifelong pursuit of learning and development, especially in the areas of expository preaching and teaching (2 Timothy 2:15 and 3:16-17).
2. Personally engage in evangelism and discipleship as a way of life.
3. Provide a consistently Christ-like example to the body (1 Peter 5:3), maintaining a healthy balance between the spiritual, emotional, physical, relational and intellectual areas of life.

**PREACHING/TEACHING**

1. Provide a systematic, primarily expository preaching ministry that comprehensively teaches the Word of God to the congregation. Serve as the primary preaching pastor, while also utilizing the pastoral staff on a periodic basis.
2. Preach at least 40 Sundays each year. Other Sundays may be allocated for vacation or ministry leave, guest speakers, or the utilization of other pastoral staff.
3. Communicate biblical truths accurately and appropriately in other venues as the opportunity and need arises and the schedule permits.
4. Practice sound discernment and remain aware of doctrinal error and false teaching within the Church and the broader culture, in order to admonish, protect, and teach the flock in accordance with Acts 20:28–29.

**LEADERSHIP AND OVERSIGHT**

1. Develop and champion the mission, vision and goals of the church in consultation with the pastoral staff and the Elder board (1 Tim. 5:17).
2. Direct supervision of the Pastor of Adult Ministries, Pastor of Outreach and Connections and the Worship Pastor. The Lead Pastor will supervise the Business manager on all ministry related issues except those related to finances and Human Resources, where the Business Manager will report directly to and be supervised by the board of Elders.
  - Meeting regularly for prayer, planning and spiritual refreshment.
  - Overseeing assigned staff’s ministry progress, challenges and spiritual health.
  - Encouraging and challenging staff towards greater ministry effectiveness, individually and as a team.
  - Encouraging and providing opportunities for staff development.
  - Being a pastor to the pastors through a shepherding relationship with them.
3. Follow CFC personnel policies that clarify procedures for paid and volunteer staff.
4. Ensure that the church's ministries address the spiritual needs of its members and attenders.

5. Attend Elder Board meetings as a voting member and serve as liaison to other committees as assigned. As a board member, the Lead Pastor will be in consultation with staff:
  - a. Provide the board with all information necessary for it to make fully informed decisions on the matters that come before it.
  - b. Keep the board informed of any relevant trends, church issues, needs, external and internal changes, and problems that they should be aware of that are affecting or could affect the ministry positively or negatively.
  - c. Confront the board appropriately if it has violated its own governing policies and board-pastor policies in a way that is detrimental to its working relationship with the staff.

### **TRAINING AND EQUIPPING (EPHESIANS 2:11-12)**

1. Oversee periodic nurturing and training for the Elders and Deacons.
2. Oversee strategies for multiplying ministry leaders through spiritual and leadership development.

### **PASTORAL CARE AND COUNSELING**

1. Oversee pastoral care for the church family in conjunction with the pastoral staff with regard to biblical counseling, visitation, weddings, baptisms, funerals and child dedications.
2. Provide pastoral care and counsel for church supported missionaries as schedule permits.

### **ACCOUNTABILITY AND CODE OF CONDUCT**

1. The Lead Pastor will be directly accountable to the Elder Board as per Article 7, Section 5 of the CFC Constitution.
2. He is in full agreement with the CFC doctrinal statement and will faithfully support and uphold it before the congregation within the broader teaching ministry of the church.
3. He is expected to perform in agreement with the CFC Constitution, By-Laws and all written policies.
4. He will recognize the high visibility of his life and abstain from even the appearance of evil (2 Tim. 3:1-7; Titus 1:7-9; Rom 14:1-23),
5. He will not show preference toward nor discriminate against any staff member who properly expresses dissent.
6. He will encourage staff to come to the Elder Board when internal procedures have been exhausted.
7. He will protect staff from any who might seek to undermine them or their ministries by:
  - a. Confronting such people in a biblically appropriate manner (Matthew 18:15-17; Gal 6:1).
  - b. Initiating church discipline in consultation with the Elder Board of those that persist in detrimental behavior.

### **MINIMUM POSITION REQUIREMENTS**

1. Master of Divinity
2. 5 years of comparable experience leading a staff with a record of success in team building.

**To apply, please send cover letter, resume, and two sermon recordings to  
[christianfellowship71@gmail.com](mailto:christianfellowship71@gmail.com)**

**For a more information about our church and to view the doctrinal statement,  
please visit [cfcnewholland.org/jobs](http://cfcnewholland.org/jobs)**