

**Lead Pastor**

Responsibility Description

**Objective:** To equip the people of Freedom Church for ministry by providing biblical leadership and oversight for all areas of ministry in a way the exemplifies the vision, leadership code, and core values of Freedom Church.

**Direct Report: Board of Overseers**

**Responsibilities:**

* To Lead, equip, and empower the people of Freedom Church to take their next steps of spiritual development
* Clearly communicate the vision of Freedom Church and ensure it is always being communicated effectively.
* Recruit, train, and lead a high capacity staff of people to help carry out and fulfill the vision of Freedom Church.
* Create a healthy, life giving culture for church members and leadership and protect it at all cost.
* Provide direction and oversight for each staff member under your leadership
* Delegate appropriate tasks and duties to necessary team members under your leadership
* Oversee the spiritual development of the staff and church
* Have a consistently scheduled meetings with staff, Board of directors, and other leadership that reports directly to you
* Approve and oversee the adherence to the annual church budget.
* Uphold clear and consistent communications to the team and life-giving communication between team members
* Maintain a positive, collected attitude through the midst of chaos
* Remain flexible and teachable with those you lead and those who lead you
* Create a culture of leadership growth in your team and teams that will support the future growth of Freedom Church

**Performance Measures:**

Performance will be based on the following:

* **Character**– The consistency of who you are both inside and outside of you role at Freedom Church; with your actions, words, and attitudes reflecting God’s ways.
* **Competency**– The ability to handle your overall leadership and specific job responsibilities, while maintaining excellence and sustainable growth.
* **Chemistry**– The natural relational trust and connection between you and the people you work with and for through chaos, conflict, and celebration.
* **Culture –**The understanding and support of both our staff and church core values; understanding clearly who we are and who we are not.