



Lead Pastor

The Lead Pastor provides spiritual leadership and missional direction to Crosstown Covenant Church. They are responsible for preaching the Word of God, directing the church staff by providing counsel, encouragement and Christian discipline so as to assist in the accomplishment of objectives for each staff member. As Ephesians 4:11-16 outlines, the Lead Pastor oversees the discipleship, equipping, and development of the body for the work of ministry. The Lead pastor also oversees the administration and public worship life of the congregation to help them experience a life-changing, ever-growing relationship with Jesus Christ.

I. Qualifications

- Love for Jesus Christ and His church – “Passion for Christ. Compassion for People.”
- Live Life as Jesus’ Disciple—Pastors are to live a life that reflects Jesus’ values and serve as a model for their congregation.
- Ordained or willingness to become ordained by the Evangelical Covenant Church and remain in good standing.
- Agreement with the Core Values and Mission of Crosstown Covenant Church:

Mission: To invite and equip all people to experience a life-changing, ever-growing relationship with Jesus Christ.

Core Values: Dependence on the Word of God, Holistic Discipleship, Passionate Prayer, Compelling Mission, Joyful Community

II. Essential Responsibilities

1. Biblical Preaching & Teaching

- Preside over Sunday worship services including special services. Serve as the primary preacher for Sunday morning services.
- Lead the Senior Study Grow Group on designated Wednesdays and facilitate other seasonal Bible studies.
- Teach Discipleship Confirmation classes on an alternating basis.

2. Shepherding & Pastoral Care

- Personal Care: be diligent to maintain a growing walk with Christ and your family through spiritual practices.
- Provide pastoral care to the community through visitations, calls, and special attention to homebound members.
- Lead "Celebration of Life" services for bereaved families.

3. Missional Leadership & Community Engagement

- Pastor the Community: Actively engage with local neighbors, including participation in the Nokomis East Food Distribution and serving as a liaison to the Nokomis East Neighborhood Association (NENA).
- Ministry Partnerships: Maintain relationships with building users and local church partners like Verbo en Accion and Bethesda MBC.
- Public Witness: Lead the church in public witness through ministries focused on compassion and justice.

4. Worship & Sacraments

- Collaborate weekly with the Worship Director to plan gatherings that celebrate the Triune God.
- Administer the sacraments according to Evangelical Covenant Church practices.

5. Staff Supervision & Administration

- The Lead Pastor shall direct the church staff, providing counsel, encouragement, and Christian discipline so as to assist in the accomplishment of objectives for each staff member. All staff shall be responsible to the Lead Pastor.
- Oversee the administration of official church records, ministerial acts, and the church calendar.
- Serve as an ex-officio member of all boards, commissions, and Ministry Teams, participating regularly on Leadership Team.

III. Relationships

- Reports to: The Congregation and the Leadership Team.
- Direct Reports: All staff shall be responsible to the Lead Pastor.
- Evangelical Covenant Church (ECC) Liaison: Acts as the primary liaison with the Northwest Conference (NWC) and the national ECC.
- Connect with the NWC through pastoral affinity groups.

IV. Administration & General Skills

- The Lead Pastor will regularly contribute to the church newsletter.
- Fluency in Google Suite, ProPresenter, Planning Center