

Pastoral Profile For Lead Pastor Position - EastRidge

Spiritual Framework

- Someone whose maturity in Christ is evidenced by three factors: being biblically strong, spiritually vital and emotionally healthy.
- Someone with a GC2 (Great Commandment, Great Commission) mindset - who loves God, loves His Word, and loves to worship Him in all aspects of life.
- Someone who is active in listening to and responding to the Holy Spirit's leading, joining Him where He's at work.
- Someone who deeply engages Scripture for life transformation - who lives out the Bible, intersecting with others deeply at work, at home and at play.
- Someone who prays first and acts second.
- Someone in agreement with the EMCC and EastRidge doctrinal statements.

Giftedness and Skill Sets

- **Heart for evangelism** – someone who embraces an incarnational approach to evangelism (combining the relational aspect of it with the proclamation of the Good News) and gives evidence of that:
 - someone who is enthusiastic about taking the church into the community
 - someone who ministers to the whole person (physically, emotionally, relationally and spiritually)
 - someone with a strong desire for global missions.
- **Vision/Mission** – someone who resonates deeply with our Vision and Mission and is able to help us implement it in a team setting.
- **Leadership Skills:** someone whose leadership gifts function best in a team setting, working as a coach and team builder
 - someone who has a passion for equipping others for ministry and life, rather than doing the ministry themselves
 - a team builder - both in a multi-staff situation and with the laity
 - able to develop leaders who will equip others to grow in their faith and live out our Vision and Mission. (i.e. small group leaders, mentors ministry leaders, elders, etc.).
- **Communication Skills:** someone who displays good communication in both formal and informal situations;
 - effective preaching/teaching skills – biblically strong with an ability to apply the Bible to everyday life
 - personable, articulate, displaying flexible styles (i.e. expository/topical), creative, motivational
 - conflict resolution – peacemaking abilities, negotiator
 - an encourager
- **Relational skills:** someone who feels at ease in a variety of relational situations: one on one or in large gatherings
 - able to engage in life with people inside and outside the church family.
 - able to be transparent, vulnerable and flexible

- **Ability to Navigate through Change –**
 - needs to be a progressive thinker, able to think outside the box, willing to try different things,
 - able to help a church navigate through necessary change recognizing that every church has a variety of people who handle change differently.

- **Social Demeanor –** someone casual, down to earth, accepting of others, displaying a healthy sense of humor

- **Heart for ethnicity –** someone with a heart to get involved in a growing multi-cultural community.

Life Skills

- If married, must have a strong marriage and a spouse supportive of the candidate's call to ministry
- someone able to strike a good balance between family and ministry
- someone in touch with their feelings, but not controlled by them
- someone who knows their strengths and weaknesses and is able to work from their strengths and delegate out of their weaknesses.

Training/Experience

- **Training –** meets the EMCC requirements of at least a Bachelor of Theology.
- **Experience –** a minimum of 5 years experience either as an Associate Pastor in a Multi-Staff situation or a Lead/Solo Pastor.
- **Meets EMCC requirements** for serving in the denomination as a Lead Pastor.

Job Description: The current Lead Pastor Job Description is under revision as we bring it into line with our new Vision and Mission.