



Full-Time Lead Pastor Profile

LOCATION: DUNCAN/MOORE, SOUTH CAROLINA (SPARTANBURG COUNTY)

The lead pastor will model the purpose and mission of Impact Community Church: to make an impact for Jesus in our community and to believe that the message of Jesus' love has the power to impact a person for eternity. Our lead pastor will exemplify our core values to Love, Connect, Grow, and Go in helping people grow spiritually to be disciples of Jesus and make disciples of Jesus. The lead pastor will be an advocate and communicator for the vision of the church, for the glory of God. This person will be the primary leader, teacher, and visionary, and will have a broad responsibility for the spiritual welfare, growth, and life of the church in all areas including ministry, prayer, worship, evangelism, discipleship, and fellowship. The lead pastor is to embody the essence of a shepherd and servant leader exemplified and clearly communicated through his actions in an effort to meet the needs of individuals at IMPACT and in the community. He will lead the church in maintaining the mindset of a builder, with a focus on individual spiritual growth, increase in attendance, membership and Baptism as well as the physical growth of IMPACT as we pursue a building program. Effective outreach strategies in our rapidly growing community will enhance IMPACT's overall growth.



Love



Connect



Grow



Go

In addition, the lead pastor will:

- Have a vital walk with Jesus Christ evidenced by his faithfulness, passion, and grace.
- Have a gift and a passion for teaching and preaching the eternal, inerrant, and unalterable Word of God as revealed in the Old and New Testaments.
- Practice personal one-on-one evangelism and discipleship and be committed to equip others to do the same.
- Be committed to small groups (Purpose Groups) as a key strategy for church growth and discipleship.
- Be an authentic communicator, easy to understand, and down-to-earth.
- Demonstrate a willingness and ability to share with others in a larger group setting and one-on-one from his heart and life.
- Be humble enough to accept input from those he is leading.
- Be transparent in church matters.
- Be actively seeking to lead his family into a relationship with Christ.
- A preferred and desired minimum of five years of lead or senior pastor experience.



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- To promote availability and enhance the building of relationships with the congregation and community, the successful candidate is expected to relocate and become imbedded within the community. Location within an approximately 15 mile radius of IMPACT is advisable.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The essential duties and responsibilities of the lead pastor will be carried out in the context of church staff and ministry leaders. Our intent is that the lead pastor will provide leadership and oversight, and delegate responsibility as appropriate. These essential duties and responsibilities include, but are not limited to, the following: ministry of the Word, prayer, leadership, evangelism, discipleship, and pastoral care. The lead pastor will work in conjunction with the leadership team, church staff, and ministry leaders in the implementation of the mission and vision of the church.



Ministry of the Word

The lead pastor will be the primary teacher and preacher for the church. He will proclaim the gospel of Jesus Christ and teach the biblical revelation. He will exposit God's Word faithfully, according to sound doctrine. The lead pastor will be committed to teaching the holy Scriptures in a manner that is relevant, authentic, and personally applicable. The lead pastor will:

- Teach on the majority of Sundays within the calendar year.
- Communicate with ministry staff and volunteers in order to coordinate their respective responsibilities.
- Supervise the administration of the ordinances of Baptism and the Lord's Supper in the corporate gathering.
- Be a clear and articulate speaker.



Prayer

The lead pastor will spend time praying daily for the ministries of the church and discipling others in the church in the area of prayer by designing guided prayer and intercession materials. He will plan and coordinate special prayer emphases for Impact Community Church and properly communicate prayer needs to the church body.



Leadership

The lead pastor will plan and lead the order of worship for the corporate gathering in collaboration with church staff and volunteers. The lead pastor will cultivate and demonstrate a heart for proclaiming the Gospel in Spartanburg, South Carolina, the surrounding region, and the world, thus continuing Impact Community Church's active participation in worldwide Gospel advancement. The lead pastor will lead and hold accountable all church staff and volunteers.

Specifically, the lead pastor will:

- Plan and conduct worship services, including developing sermons, planning with music leadership and leading in the observance of ordinances.
- Lead the congregation in effective programs to fulfill the Great Commission with vision, purpose and priority.
- Lead and demonstrate effective ways to witness and win the lost to salvation through Jesus Christ.



- Visit and minister to members and prospective members in homes, nursing care facilities and hospitals.
- Perform wedding ceremonies and conduct funeral services according to church policy.
- Work with Church Corporate Officers, Elders, Deacons and other key leadership to carry out the mission and purpose of the church.
- Act as a parliamentarian to the moderator in business conferences.
- Communicate regularly with associational, state and denominational leaders in matters of mutual interest and concern. Maintain an awareness of all current issues.
- Establish a positive relationship and serve as Overseer/Administrator of paid church staff supervising and evaluating the tasks assigned to each.
- Schedule regular staff meetings as a group and/or individually.
- Serve to recommend and advise committees and teams as an ex-officio member.
- Oversee, along with the other Elders, all church discipline matters and the management of conflict issues in the church.
- Communicate with the congregation through articles or announcements, written and spoken using church website, newsletter, bulletins and worship services.
- Adhere to the Church Bylaws and Policies and Procedures adopted by the church.
- Maintain a vital and wholesome personal relationship with the Lord through daily Bible study and prayer.
- Maintain proper priorities at home with his wife and children.



Evangelism

The lead pastor will demonstrate a lifestyle of personal evangelism and discipleship and oversee its application in congregational life. The lead pastor will:

- Support and evaluate existing outreach ministries and encourage the development of new outreach ministries.
- Encourage and motivate the congregation to bring guests to the corporate gathering and Purpose Groups.
- Lead and provide oversight for a new membership class.
- In collaboration with church staff and Purpose Group leaders, encourage people's involvement in ministry, ongoing personal discipleship, and participation in a Purpose Group.



Discipleship

The lead pastor will shepherd the church staff and volunteers in nurturing and administering the overall ministry of the church. The lead pastor will:

- Monitor the growth and leadership of Purpose Groups.
- Equip and train new and existing Purpose Group leaders.
- Encourage members to use their gifts to serve within the body.
- Engage in personal and professional growth.



Pastoral Care

The lead pastor will be involved in the pastoral care of church members and attendees. The lead pastor will:



- Seek to develop and oversee a pastoral care ministry within Impact Community Church.
- Cultivate an atmosphere of availability between church members and attendees with pastoral staff, ministry leaders, and Purpose Group leaders.



Experience, Educational and Theological Requirements

Preferred and desired qualifications for this position are at least five years of experience as a Lead or Senior Pastor and a Bachelor of Divinity, Theology, Ministry (or directly related field). Additional desired qualifications include experience as a church staff member during a capital campaign and building program and a Master of Divinity from a Southern Baptist seminary.

The lead pastor must be committed to an orthodox understanding of the Christian faith, adhere to The Baptist Faith and Message, and confidently align with Biblical doctrines that are foundational to Southern Baptist affiliation. Finally, the lead pastor must love Jesus faithfully and passionately lead others to do the same.

Disclaimer: The above job and service descriptions are intended as a guide to describe the expectations of Impact Community Church for our Lead Pastor.

To apply for the Full-Time Lead Pastor of Impact Community Church

Submit your cover letter, resume and video link of sermon (if available) by **March 31, 2022** to:



PastorSearch@impactcommunity.church

Pastor Search Team-Chair: **Sharon Gladden**

TOTAL COMPENSATION RANGE: Commensurate with experience and education

