



*Bringing Life to Albany, Making Disciples Who Make Disciples*

## OVERVIEW

The Lead Pastor shall be a sincere, mature, and growing disciple of Jesus Christ willing and able to provide pastoral leadership, teaching, care, and vision for the church community and staff. He shall also provide leadership that ensures that the church body is encouraged and equipped to reach out to the lost in our community and make disciples who make disciples. Furthermore, the lead pastor will faithfully and joyfully minister in accordance with South Albany Community's policies, vision, and doctrine as well as the vision and doctrine of the Denomination of the Evangelical Church. (ECNA) (<http://pacificecna.org/about-us>).

## QUALIFICATIONS

- Be a passionate and effective teacher who communicates the grace and truth of God's word, both topically and expositionally.
- Contribute to establishing, articulating, supporting, and implementing the SACC vision.
- Be mission minded with a heart for the lost, personally practicing one-on-one evangelism and discipleship and be committed to equipping other believers to do the same.
- Possess a proven track record as a pastoral leader in a multi-staff, team-oriented, church setting that values open communication, clear vision, and collaboration.
- Demonstrate well-developed interpersonal skills and the ability to get along with diverse personalities.
- Show effective verbal and written communication skills in all areas of pastoral leadership.
- Be willing to delegate important tasks to enable the development of future church leaders and maintain a healthy work/life balance.
- Clearly determine church-wide goals, objectives, and budgetary oversight and clearly articulate those to the staff and congregation.
- Connect with the local community where they are and have the ability and/or desire to connect to them through modern media and methods.
- Be committed to supporting small groups as a key strategy for church growth and discipleship.
- Provide pastoral care such as visitation, prayer, counseling, mentoring, funerals and weddings, for members and other people associated with the church.

## EDUCATIONAL AND ORDINATION REQUIREMENTS

- Bachelor's degree required. Master of Divinity or equivalent very strongly preferred.
- Committed to fulfilling the requirements, educationally and theologically, in order to be ordained by the Pacific Conference of the Evangelical Church.
- At least 7 years of church leadership and pastoral experience required with a strong preference for lead pastor experience in a multi-staff church setting.
- Be in harmony with the doctrines, values, and polity of SACC and the Pacific Conference.

## PRIMARY RESPONSIBILITIES

- Responsible for the overall leading and direction of South Albany Community Church.
- Teach God's Word clearly and effectively by serving as the primary communicator from the pulpit. As appropriate, lead preaching team and development of pastoral staff.
- Engage in personal prayer and study of scripture that leads not only to spiritual growth for self but also for entire church community.
- Provide visionary, strategic, and collaborative leadership for the life and ministry of the church, bringing discernment and focus to priorities that support the vision.
- Hire and manage pastoral staff, meeting with them regularly to provide direction, leadership and goal setting, monitoring and evaluation.
  - ▶ Pastoral Staff includes: Associate Pastor, Youth Pastor, Worship Pastor, Children's Director, Office Administrator, and Financial Administrator
- Cast clear vision for the staff, leaders, and church body to bring unity as we seek to build the Kingdom of God.
- Lead or delegate weekly staff/service planning and Leadership Council meetings.
- Attend or delegate attendees for Missional Pathways, Trustee, Pastor Parish, and other church meetings as needed.

## SUPERVISION AND EVALUATION

- The Lead Pastor presents a regular report to the Leadership Council.
- The Lead Pastor is accountable to the Pastor-Parish Committee and the Pacific Conference Superintendent of the Evangelical Church.

## WORK HOURS, COMPENSATION

- Full Time
- Salary commensurate with experience

## Next Steps

Those interested in applying for the position, should do the following:

1. Review the Pastor Profile and Job Description to assure that you meet the minimum qualifications.
2. Submit a COVER LETTER, RESUME, and TEACHING VIDEO to: [jobs@thepacificconference.com](mailto:jobs@thepacificconference.com)
  - a. Cover letter should not be more than one page.
  - b. Please include in the cover letter your reasons for applying and how you heard about the position.
  - c. Please only submit one video of a sermon you have delivered to a large group. As we are requesting a single sample, please choose the best representation of your teaching. Note: the video is best submitted in a digital format (i.e. Links of videos, YouTube postings, podcasts). You can also mail a video DVD:

Superintendent Randy Myers  
The Pacific Conference  
11501 SE Sunnyside Road Suite 200  
Clackamas, OR 97015

THE PACIFIC CONFERENCE  
OF THE EVANGELICAL CHURCH

Learn more about us at: [SACChurch.org](http://SACChurch.org) - [ThePacificConference.com](http://ThePacificConference.com)