Lead Pastor

Scriptural and Historical Basis
The job description of the Lead Pastor has a basis in scripture. It is understood that the task of the pastor has its origin in a divine call.

Qualifications:

1. Be an Ordained Pastor willing to become a member of Desert Hope Lutheran Church who shall (per the Constitution C9.02):
    a. Preach the Word properly, distinguishing between law and gospel; have a strong love for Jesus and be a Bible-based leader
    b. Administer the sacraments
    c. Conduct public worship
    d. Provide pastoral care
    e. Confirm, marry, and bury the dead
    f. Oversee all schools and organizations of this Congregation
    g. Install regularly elected members of the Leadership Council
    h. Administer discipline together with the Leadership Council
    i. Seek out and encourage qualified persons to prepare for ministry of the Gospel
    j. Strive to extend the Kingdom of God in the community, in the nation, and abroad
    k. Impart knowledge of this church and its wider ministry
    l. Endeavor to increase the Congregation's sense of partnership in the broader work of the Kingdom of God
    m. Equip the saints for ministry, helping each to identify gifts for ministry both within and beyond the Congregation, training and supporting every member in their ministries, and encouraging gifted and trained members to use their gifts in ministry.
2. Will have experience in listening and communicating with staff and a congregation.
3. Will have experience and skill in administration management.
4. Bring new ideas, vision, energy, creativity and innovation to the ministries and activities of Desert Hope Lutheran Church

Organizational Relationship(s)
The Lead Pastor shall:

1. Report directly to the Leadership Council
2. Attend and, where appropriate, preside over regular staff and Pastoral meetings
3. Direct, equip, and provide inspiration and support to the church staff when needed or appropriate
4. The Lead pastor oversees any Associate Pastor and directly supervises the office Manager, the Director of Worship Arts, Family and Ministries Coordinator and other staff.

5. The ultimate responsibility for hiring and firing non-ordained church staff is the responsibility of the Lead Pastor, after consultation with the Personnel & Executive Committees.

Responsibilities

1. The responsibilities of the Lead Pastor of Desert Hope Lutheran Church include but are not limited to:
    a. Responsibility for the overall administration and development of ministries in the congregation
    b. Developing and implementing a strategic plan for the ministries of Desert Hope
    c. Stimulating membership involvement in the ministries of Desert Hope
    d. Encouraging members in developing their relationship with God and becoming mature Disciples of Christ
    e. Keeping accurate parochial records of all baptisms, confirmations, marriages, burials, members received, and members removed from the Congregation, and shall submit a summary of such statistics annually to the Congregation and this Congregation's associations(s), as requested.
2. In Addition:
    a. The Lead Pastor organizes and conducts worship, preaches at the majority of the services and develops the weekly preaching schedules
    b. The Lead Pastor directs any spiritual growth committee which includes, but not limited to, the Stewardship Committee, the worship and music teams and adult and youth education
    c. The Lead Pastor is a member of the executive Committee and the Leadership Council
    d. The Lead Pastor is a member of the congregation of Desert Hope Lutheran Church while under call