Job Description – Bridge Church Lead Pastor

Position Title: Lead Pastor

Reports To: Elder Board (Lead Pastor is part of the elder board, but as staff has accountability to the board as well)

Supervises: Pastoral Staff and Ministry Leaders

Position Summary

The Lead Pastor serves as the primary spiritual leader of the church and is responsible for preaching, teaching, communicating biblical vision, pastoral care, leadership development, and day to day organizational oversight. The pastor is called to promote and demonstrate the church's core values, shepherd the congregation, equip the saints for ministry and lead the church in fulfilling the Great Commission.

Key Responsibilities

1. Spiritual Leadership

- Model a Christ-centered life of prayer, integrity, and holiness in all aspects of life.

  Scripture: Philippians 4:6–7; 1 Peter 1:15–16; 1 Timothy 4:12
- Provide spiritual guidance rooted in Scripture and dependence on the Holy Spirit.

  Scripture: 2 Timothy 3:16–17; John 16:13; Galatians 5:16, 25
- Lead the congregation into deeper worship and discipleship.

  Scripture: Colossians 3:16; Matthew 28:19–20; Hebrews 13:7

2. Preaching & Teaching

- Prepare and deliver biblically sound and relevant sermons each week.

  Scripture: 2 Timothy 4:2; Titus 2:1; Nehemiah 8:8
- Teach God's Word in a way that inspires transformation and equips believers.

  Scripture: Romans 12:2; Ephesians 4:11–12; James 1:22–25
- Oversee teaching ministries to ensure theological integrity.

  Scripture: Titus 1:9; Acts 20:27–28; James 3:1

3. Vision & Leadership

- Seek God's direction and communicate a clear, compelling vision for the church that is Biblically aligned.

  Scripture: Proverbs 3:5-6; James 1:5; Habakkuk 2:2-3

- Lead with wisdom and discernment, aligning ministries with the mission of the church.

  Scripture: Ephesians 4:11–16; Proverbs 11:14; 1 Corinthians 3:10–11

- Encourage a church culture of innovation while maintaining biblical faithfulness.

  Scripture: 1 Corinthians 9:22-23; 1 Thessalonians 5:21-22; Matthew 9:16-17

4. Pastoral Care & Relationships

- Provide counseling, prayer, and support to the congregation, fostering a culture of biblical love, unity, and reconciliation.

  Scripture: Galatians 6:2; Ephesians 4:2-3; 2 Corinthians 5:18-20

- Visit and care for the sick, grieving, and those in need.

  Scripture: James 5:14–15; Matthew 25:35–40; Romans 12:15

- Be present and engaging at events to promote church core values in action

  Scripture: Hebrews 10:24–25; Acts 2:42–47; 1 Thessalonians 2:8

5. Leadership of Staff & Volunteers

- Recruit, mentor, and develop staff and ministry leaders.

  Scripture: 2 Timothy 2:2; Exodus 18:21–22; Titus 1:5–9

- Delegate responsibility and empower others to lead effectively.

  Scripture: Acts 6:3–4; Romans 12:6–8; 1 Peter 4:10–11

- Lead in resolving conflicts with grace and biblical wisdom.

  Scripture: Matthew 18:15–17; Colossians 3:12–13; Romans 12:18

6. Community Engagement & Outreach

- Represent the church in the community as a witness for Christ.

  Scripture: Matthew 5:13–16; 2 Corinthians 5:20; Philippians 2:14–16

- Encourage and equip the congregation to share the gospel.

  Scripture: Matthew 28:19–20; 1 Peter 3:15; Romans 10:14–15

- Partner with local and global ministries to extend the church's reach.

  Scripture: Acts 1:8; Philippians 1:5; 3 John 5–8

7. Administration & Stewardship

- Work with elders/board to ensure responsible financial and organizational oversight.

  Scripture: 1 Corinthians 4:1–2; Proverbs 27:23–24; Acts 20:28

- Oversee church operations, facilities, and resources.

  Scripture: 1 Corinthians 14:40; Luke 12:42–44; Exodus 18:17–18

- Ensure accountability, transparency, and good stewardship in all areas.

  Scripture: 2 Corinthians 8:19–21; Luke 16:10–11; Hebrews 13:17

8. Personal & Professional Growth

- Pursue ongoing study, prayer, and professional development.

  Scripture: 1 Timothy 4:15–16; 2 Timothy 2:15; Colossians 4:2

- Maintain balance between ministry, family, and personal life.

  Scripture: 1 Timothy 3:4–5; Mark 6:31; Ecclesiastes 3:1

- Receive feedback with humility and commit to continual growth.

  Scripture: Proverbs 9:8–9; Proverbs 27:17; Philippians 3:12–14

9. Relationships with Ministry Partners

- Engage, communicate and participate with Charis Fellowship national ministry partners, affiliates and when possible, attend conferences and retreats.
- Actively participate in local Charis Fellowship District and Berkeley County ministerium.
- Pursue local community ministry partners to best position Bridge Church for ministry impact in our local community.

  Scripture: Acts 4:32: Ecclesiastes 4:9-10; Proverbs 27:17; 1 Corinthians 12:12-14

Qualifications

- Testimony: A clear testimony of faith in Jesus Christ and evidence of a growing spiritual relationship
- Ordination: Active ordination in the Charis Fellowship is preferred, other denominations will be considered. (Ordination in the Charis Fellowship may be required after hiring)
- Education: Bachelor in Bible or Ministry Studies required; Masters of Divinity preferred (Education requirement may be waived based on past relevant pastoral experience.)
- Pastoral Experience: at least 3 to 5 years of pastoral ministry experience. Qualifying experience may include service as a youth pastor, associate pastor, executive pastor, lead pastor or in another comparable
- Skills: Strong skills in preaching, teaching, leadership, organizational management and pastoral care.
- Communication: Strong communication skills with ability to communicate in various in-person settings (mass, small groups and one on one) and written communications.
- Ability to lead teams, develop leaders, and build unity within the church.
- Full conviction and alignment to the Bridge Church Statement of Faith

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