

Red Cedar Church - Lead Pastor Profile

Personal Qualities

1. Committed and mature follower of Jesus Christ with a consistent and deep life of prayer and time in God's Word that is continuously growing and developing.
2. Demonstrates a personal passion and commitment for evangelism, outreach, and discipleship with evidence in their personal life.
3. If married, must be deeply committed to family and maintains healthy boundaries on behalf of the family.

Professional Qualities

1. Alignment with Wesleyan theology
2. Has a sound theological education with a minimum of a bachelor's degree
3. Must be ordained in an acceptable denomination or be in the ordination track with the Wesleyan Church (see Wesleyan Church Guidelines – insert hotlink)
4. Excellent record of leadership success in the church preferably as a Lead Pastor
5. Strongly recommend the candidate has served a minimum of 3-5 years in a local church with multi-staff

Pastoral Qualities and Roles

1. **Community Engagement**

This person will be a relational leader who thrives in partnership development and intentional community engagement. They will have a natural gift for networking and communicating the vision of the church to the community as well as investing in, and building partnerships with, local churches, businesses, and local government. They will be Kingdom oriented and value unity over uniformity.

2. **Enthusiastic Alignment with the Church's Mission and Core Values**

It is essential that the pastor is excited and in alignment with the stated mission of the church. The pastor must also whole-heartedly believe in, and lead in, the practice of the stated core values.

3. **Effective Preacher/Teacher**

Must fully embrace the Bible as the Word of God. The pastor should be able to clearly and passionately communicate biblical truth through sermons that connect to the believers and non-believers

4. **People Person: relates intentionally to people**

It is important that the pastor is effective at interacting with people and has a strong EQ. The pastor should clearly seek to build and invest in relationships, especially with the people the pastor is responsible to lead, including staff and board. While it is important for the pastor to accomplish many tasks, the pastor should be a "people first" person.

5. **Reliable: faithful to commitments**

The church leadership, in addition to the congregation as a whole, views the pastor as faithful to commitments and decisions. The pastor should be a person who can be relied upon to have deep integrity.

6. Competent in Facing Challenges and Conflict

The pastor should be faithful, dependable, and even-keeled in challenging times. They should be able to lead a church into healing and full health where needed. Tough conversations, including addressing conflict, should be managed in a timely manner with grace and kindness, speaking the truth in love.

7. Demonstrates Dependence on the Holy Spirit

The pastor must demonstrate an eagerness to invite the Holy Spirit to be released in great power and demonstrate an eagerness to depend on the leadership of the Holy Spirit in leading the ministry of the church.

Leadership Qualities and Roles

1. Leader

The pastor has a demonstrated gift of organizational leadership. This results in leading and equipping the board, staff, finances, vision, etc. and must be committed to leadership development in others. The pastor's leadership makes others better.

2. Leader: collaboratively develop, cast, and implement vision

The pastor must have experience and be effective at all phases of vision for the church and must be willing and able to operate in a collaborative approach.

3. Staff Leadership

Must have experience effectively leading a multi-person staff. This will be demonstrated by the ability to direct staff, form a cohesive team, empower staff in the execution of their responsibilities and guide staff to develop their personal areas of giftedness.

4. Consensus Building: a leader who will form, equip and lead teams of leaders

The pastor will equip the staff, the board, other leaders in the church, and the congregation in a collaborative spirit. The pastor should be able to lead assertively and yet demonstrate flexibility within reasonable boundaries to achieve "ownership" from the teams in an effort to achieve common goals.

5. Effective Communicator: communicates in a compelling manner

The pastor should be able to communicate clearly and passionately, both written and verbally, to large and small audiences. Communication should be timely and informative. Feedback should be solicited regularly so communications can be corrected or repeated as needed. Communication to the staff, the leadership of the church, and the congregation concerning vision and future direction should be motivating so that people want to be part of where the church is going.

6. Follow Through: carrying tasks to completion

The pastor must ensure that follow through happens on decisions that are made. It is not necessary that the pastor personally carries those tasks to completion, but it is necessary that the pastor recognizes the need for follow through and oversees the staff and church leaders in an efficient manner to carry out tasks.

7. Courageously Opportunistic

The pastor must be willing to try new and innovative things, take obedient risks, test new waters, and go after the mission in creative and yet responsible ways. This should be done in the context of being a consensus-building leader and also as a networker with peers outside the church to leverage the collective wisdom of others facing similar opportunities.

8. Intergenerational Ministry

The pastor must be committed to reaching multiple generations and finding ways to reach out to all generations.