**Idyllwild Bible Church  
Job Description: Lead Pastor**

**A Full-time Staff Position**

**Job & Personal Qualifications**

1. Must be a man; no woman will be considered for this position.
2. Must have a clear testimony of a personal faith relationship to Jesus Christ, which is born out in his life and is tangibly observed by others.
3. Must be able to give testimony of the “call” of God upon his life to pastor Christ’s church.
4. A bachelor’s degree and Masters of Divinity is not necessarily required, but strongly recommended, and those having such degrees may be given stronger consideration.
5. Must consistently demonstrate the ability to present the Word of God with clarity, accuracy, and practical relevance through careful expositional teaching and preaching.
6. Must see Ephesians 4:11-16 as his pattern for ministry.
7. Must be able to describe a strategy of ongoing devotional/spiritual growth that should include a vital prayer life, ongoing Scripture memory, and personal accountability to his wife and someone other than his wife.

**Job Purpose**

To provide vision and leadership for Idyllwild Bible Church's present and future ministries, founded upon and directed by the Word of God. To impart this vision and leadership to the congregation, staff, Elders and other leaders of the church so that they can give their time, talents, and treasures to the further expansion of Christ's Church to the Idyllwild mountain communities and to the "utter most parts" of the earth (Eph. 4:11-13; Mt. 28:18-20 & Acts 1:8).

**Responsibilities**

1. ***Teach***...God's Word from the pulpit. Weekly preparation.
2. ***Proclaim***…A clear Gospel of salvation by grace through faith in Christ alone.
3. ***Affirm***…Solid support of the IBC Doctrinal statement in all settings, public and private.
4. ***Serve****…*Reflecting an authentic humility consistent with one who is a “servant-leader.”
5. ***Cast Vision***...Take the lead as you work with Elders and Staff, to define IBC’s ministry focus and future. Keep IBC’s vision before the Body.
6. ***Oversee***...Staff, Elders and Deacons. Meet with staff regularly to foster growing relationships and maintain an effective working environment for all. Meet regularly with the Elders to care for the spiritual, emotional, relational, and practical needs of the congregation. Be available to the Deacon Team for their support and to stay effectively informed.
7. ***Stimulate***...Prayer Ministries at IBC.
8. ***Challenge***…The congregation to live on high moral (biblical) ground by your words and by your life.
9. ***Promote***…A missions mindset and awareness within the life of IBC.
10. ***Grow***...People through LIFE groups and discipleship ministry. Ensure that IBC always has a well-defined and effective small group ministry.
11. ***Recruit & Train***…New leadership. Encourage growth of staff, Elders, and Deacons.
12. ***Visit/Counsel***...The sick and terminally ill. Counsel those in spiritual, emotional, and relational distress as abilities enable. Refer to qualified professionals as needed. Direct funerals as needed.
13. ***Perform***…Pre-marital counseling and weddings.
14. ***Available***…Informally connect with members of the congregation as time and schedule permit.
15. ***Teachable***…Receive counsel and direction from the Elder Team and staff as needed.

**Supervision**

Directly accountable to the Elder Team.

**Salary and Benefits**

This is a Full-Time position

$70,000—85,000 Salary and Benefits, based on education and experience.

Housing allowance verification will be supplied by the Elder Team if requested.

Book Allowance and Education & Conference allowances to be determined annually by the Elder/Deacon Teams

Vacations, Holidays, Sick Days, and Personal Days are in accordance with Church Policy for Full-Time Ministry Staff

Following every seven years of service the Elder Team seeks to provide a time of Sabbatical refreshment for the pastor as per IBC’s Sabbatical Policy.

Compensation and benefits are reviewed annually