

LEAD PASTOR PROFILE

**Established by the Elders of Grace Community Church
October, 2016**

Grace Community Church is on the threshold of a new era of ministry. In the near future, its founding pastor, David Reimer, will be stepping aside as lead pastor after 30 years of ministry at Grace. The Elders of Grace Community Church have established a process of discovering the person best equipped to take the church to a new level of spiritual impact in our community and beyond.

To that end, the Elders have worked prayerfully and diligently to discern the character and ministry qualities needed to lead the ministries of Grace for the foreseeable future. We believe the following profile reflects the most basic requirements to effectively lead here.

We believe the following are *required* of the next lead pastor:

CHARACTER

- A mature and growing believer of spiritual depth and godly character, meeting the qualifications of Elder in I Timothy 3 and Titus 1. These qualifications assume the qualities of humility, a teachable spirit, grace-filled in relationships, emotional and financial health, and a healthy marriage.

COMPETENCE

- Has the spiritual gifts of teaching and leadership
- Effective communicator and preacher

MINISTRY FOCUS

- Has a ministry focus of EQUIPPING believers to do the work of the ministry (Ephesians 4:11-16)
- Is a team-player and team-builder
- Has an evangelistic heart

PREPARATION

- Has appropriate formal biblical and theological education
- Has experience as a pastor

EXPECTATIONS

- Is committed to expository preaching
- Is committed to church multiplication as an ongoing strategy

- Is willing to commit to a long-term pastorate
- Will accept the Pastoral Transition plan as established by the Elders
- Is committed to continue and build Grace Community Church's relationship with the Fellowship of Evangelical Churches (FEC)
- Is committed to Elder polity as established by the Bylaws of Grace Community Church

In addition, we believe the following characteristics are *highly desirable*, though not necessarily required:

- Has multi-staff church ministry experience
- Has a seminary degree
- Is culturally comfortable in the Midwest
- Is comfortable in the church culture of Grace Community Church
- Has cross-cultural missions exposure

Please pray fervently and frequently, asking the Lord to lead us to the one who will serve us in the next era of pastoral leadership at Grace Community Church.

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