

PART TIME LEAD PASTOR MINISTRY OPPORTUNITY

Community Church of Henderson

THE CHURCH, A BRIEF OVERVIEW

Community Church of Henderson is a tiny congregation of about 55 (120 on Easter) worship service attendees that has recently:

- 1) Celebrated the retirement in October 2023 of our 79-year-old pastor who faithfully shepherded the church for 26 years,
- 2) Called an experienced interim pastor from California to preach and consult on the weekends during this time of transition with the result of a slight encouraging turnaround and growth,
- 3) Voted to leave the United Church of Christ denomination and to affiliate with the Evangelical Free Church of America (EFCA),
- 4) Committed to intentionally reach young families with a brand new nursery and kids room which were first occupied this past Easter Sunday,
- 5) Cleaned up the landscaping and parking lot to improve our appearance on the busy Horizon Drive where the church facility is located,
- 6) Began to seek a part time director of praise worship music to build a team of praise singers and musicians.

QUALIFICATIONS

- 1) The lead pastor is to meet the biblical qualifications of a pastor/elder/overseer as set forth in Acts 20, Ephesians 4, 1 Timothy 3, Titus 1, and 1 Peter 5.
- 2) He is to have at least an MA in theology from a respected biblically conservative seminary or be willing to pursue an MA while serving as the lead pastor. The long term expectation of the church for the future full time pastor is a Master of Divinity degree.
- 3) He is to be licensed or ordained by the EFCA or another respected conservative biblical denomination. If not licensed or ordained, be willing to complete such [credentialing](#) within a reasonable timeframe with the EFCA while serving as lead pastor. The EFCA is commonly referred to as "The Free Church" is close to being non-denominational with local church autonomy.
- 4) He is to agree without reservations to the Community Church of Henderson's Statement of Faith, recently approved by the Church Council (attached here).
- 5) He is to be an exemplary member of the Community Church of Henderson.
- 6) Ideally, he is to be under the age of 50, as the church desires to focus reaching young adults and young families.

MINISTRY PRIORITIES

Due to the time limits of a part time lead pastor and the present needs of the church, the lead pastor is to be both proficient and passionate in the following ordered priorities:

#1 Preaching/Teaching

This is to be the top priority, the “first love” in doing ministry, and the greatest giftedness of the lead pastor. He is to prepare and preach the Word with accuracy, clarity, love, and conviction with the goal of life change, not just knowledge. The church will be committed to expecting and protecting time in his schedule for study and sermon preparation. Well-fed sheep are spiritually strong.

#2 Leadership/Organizing

Second to communicating God’s word is leading the church with courage and humility. He is the primary vision caster for the church. The lead pastor is to function as did James in the first New Testament church of Jerusalem as a leader of leaders including the oversight of the paid staff and the ministry team leaders. He will hire and dehire all staff with Council approval. He both leads the governing Church Council as he is accountable to it with his job profile and performance.

He is to prioritize his limited time with leadership development over the general socializing with the church.

The church is in immediate need of restructuring and needs the lead pastor’s guidance in it.

#3 Outreach/Witnessing

Like most churches, our church is too inward-focused and lacking an outward-focus in reaching our communities and world for Jesus. The lead pastor is to be an example like Jesus and not just stay in his office, but be “out and about” building relationships with the lost to share the Gospel and invite to the church. He is to lead in keeping evangelism a vital part of the mission of every ministry of the church. When some in the church complain he spends too much time with unbelievers he is to consider that a compliment as Jesus faced the same criticism.

#4 Visitation/Counseling

If the lead pastor tries to meet all the visitation and counseling needs of the church, he will have little time for his primary calling of feeding and leading the flock. So an active and respected congregational care ministry team is a must. Presently the church is blessed with an experienced and beloved part time congregational care pastor who

leads the ministry team and is highly visible in the Sunday worship service. He is retiring in June.

Only few and brief counseling sessions and no long term counseling are feasible for the lead pastor. There is simply no time for more than this. A loving phone call with a heartfelt prayer will be a key tool in his toolbox of pastoral care.

HOURS

For the church to be fiscally responsible the lead pastor position is presently part time of about 20 hours a week. The hope of the church is to grow to support a full-time lead pastor.

The nature of the part time position will require some flexibility as to when and how those hours are invested. Outcomes, not putting in time, are what matter. There will always be more to do, so the lead pastor must do what he can in the part time hours allowed and then leave to work his other employment, minister to his family, and have time to rest and recreate. The church is to be understanding and support him in his challenging schedule.

COMPENSATION

The part time lead pastor compensation will be determined after the prospective lead pastor meets with the committee. The lead pastor will be asked what he believes is a fair part time salary given the responsibilities and his competency for the position. The part time compensation will be reviewed every six months. The hope and prayer of the church is for the church to grow and the lead pastor's compensation to increase and the position to eventually become full time.

The lead pastor will receive no benefits of any insurance or retirement. He is expected to obtain these benefits himself likely from his other employment or that of his spouse's employment.

As a licensed or ordained pastor he may wish to request some or all of his remuneration be designated as housing allowance as the IRS allows. This designated amount is his responsibility to verify, not the church.

The lead pastor can expect roughly three weeks paid vacation and two Sundays off for sickness.

PAID STAFF

(1) An Administrative Assistant currently works three days a week. She is a capable, energetic, and a joyful worker. She happily goes the extra mile. Her schedule will be adjusted to meet the lead pastor's schedule.

(2) A part time custodian who cleans the church facilities each week.

(3) Ministry staff to support the lead pastor's part time schedule: our current part time Pastor of Congregational Care will retire in June, so the church will be seeking another

candidate for this ministry. As mentioned above, the church is now seeking a part time director of praise worship music. While presently not seeking a part time director of children's ministries, the need is evident as we have just relaunched the nursery and children's ministry on Easter.

If interested, send your resume and questions to: HR@cco henderson.com. All inquiries will be kept confidential.

You may also call our church office at [702-565-8563](tel:702-565-8563).