



Job Description

Lead Pastor

We desire to be a church where truth is sought, mystery acknowledged, compassion and justice embodied, culture and arts engaged, creativity and innovation fostered, diversity and multi-ethnicity embraced, authenticity and community pursued, and sharing the love of Christ our greatest cause.

Primary Function

The Lead Pastor is responsible for spiritually shepherding the Cumberland congregation and leading toward the fulfillment of Cumberland's vision and mission, which include to Love, Feed, Connect, and Motivate. We call these our 4 Pistons, which are described in more detail at cumberlandchurch.org/our-beliefs.

Reports to:

The Elder Board

Candidate Characteristics

The Lead Pastor will:

- Meet the qualifications of an elder as stated in 1 Timothy 3 and Titus
- Effectively communicate God's Word
- Possess the qualities of a servant leader (see Psalm 78:72) with capable experience with a culturally, generationally and socially diverse congregation
- Be passionate about the Great Commission and actively demonstrate a lifestyle of personal discipleship and evangelism
- Demonstrate a high degree of emotional intelligence with respect to self and others

Educational & Theological Requirements

The Lead Pastor should:

- Possess a graduate-level education from an accredited theological seminary or demonstrably possess sufficient training acquired through personal mentorship and experience
- Be ordained with a ministerial license
- Love Jesus faithfully and passionately, out of the outpouring of God's sustaining grace evidenced in scripture, creation, and the testimony of the Church and individual members throughout history

- Be committed to the Vision & Beliefs of CCC, as described in more detail at cumberlandchurch.org/our-beliefs
- Possess a theology deeply rooted in grace and support the conviction that we are “redeemed messy people” as understood by the Elders and Cumberland

Essential Duties & Responsibilities

The essential duties and responsibilities of the Lead Pastor will be carried out in the context of a staff team and ministry leaders. Our intent is for the Lead Pastor to give leadership and oversight, and delegate responsibility as appropriate. The essential duties and responsibilities of the Lead Pastor include, but are not limited to the following:

- Providing leadership for evangelism, discipleship and pastoral care
- Being the primary teacher for Cumberland and teaching God’s Word faithfully according to sound doctrine and in a clear, articulate, and expository manner that can be readily understood by the diverse Cumberland congregation
 - Cultivating and leading the staff teaching team and ensuring church-wide alignment
- Setting the pace in Kingdom-focused prayer by spending time praying daily for Cumberland, and by providing discipleship to others in prayer at the individual, family, and group levels
- Nurturing the mental, spiritual and emotional health of the leadership team at Cumberland
- Engaging in personal and professional growth by being mentored and coached on a consistent basis
- Serving as a member of the Elder Board and working alongside the Board and church staff to execute overall Cumberland strategy and objectives
- Providing pastoral care of individuals, couples, families, and groups