



List of Desired Qualities

Lead Pastor

The Lead Pastor should:

Heart/Character

- Be a gifted Gospel-centered teacher and communicator who manifests the joy of the Lord
- Discern God's voice, cast prophetic/"big picture" vision for where Cumberland needs to be going, communicate that vision clearly and not be distracted or influenced by what other churches/ministries are doing
- Lead with a focus toward the future, while still maintaining a clear understanding of the present
- Have an unrelenting commitment to his own spiritual development and the spiritual development of the church through discipleship
- Have a steady style and the proven ability to lead through change/uncertain times
- Fully acknowledge that God is in control of Cumberland's future and not be under the mistaken believe that his actions or decisions will mean the difference between Kingdom success or failure
- Desire for Cumberland to be not only a light in the community, but specifically, a beacon for families and the next generation

Community Involvement/Engagement

- Have a love for other pastors and churches across denominations, both in our community and outside of it, and a desire for unity with them
- Joyfully engage in thinking and relationships with the post-Christian, pluralist and secular world
- Be a Biblical social advocate that approaches issues of the day not just to "speak truth to power" or to those that oppose our positions, but to "bend the ear" of power so that our positions are heard by those in power and they can be open to adjusting to them

Leadership Style/Staff

- Be a "servant leader" who will:
 - encourage and inspire the Cumberland staff;
 - coach, develop and disciple the Cumberland staff;

- o cultivate the trust of the Cumberland staff in his ability to lead; and
 - o be open to and receptive of the ideas, suggestions and voice of the Cumberland staff.
- Effectively empower the Cumberland staff in their specific areas of responsibility and delegate authority to them in those areas without being concerned about the details of how tasks are executed
- Be secure in having his decisions questioned, prayerfully consider and adjust those decisions when appropriate and have the skills to build consensus with respect to decisions that have been made
- Ensure healthy rhythms and rest for the Cumberland staff by modeling the Sabbath and Christ-centered rest

Emotional and Cultural Intelligence

- Put a high value on relationships and practice empathy, reconciliation, hospitality and love
- Receive criticism graciously without reacting or becoming defensive
- Understand when to consider the complexities of a situation that demand discernment and nuanced wisdom
- Build a diverse team of leaders who understand the necessity of both equality and the nuances of each unique situation, without becoming either legalistic or showing favoritism