

Lead Pastor

Job Overview

The lead pastor at the Vineyard Church in Duluth, MN, is called to serve alongside our community as we live out our God-given mission together. Success in this role is first and foremost marked by an active commitment to an authentic and transformative personal relationship with Jesus. We believe that Jesus told the church exactly what the church is supposed to be doing. As it is written in the Gospel of Matthew, Jesus came and told his disciples, “I have been given complete authority in heaven and on earth. Therefore, go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit. Teach these new disciples to obey all the commands I have given you. And be sure of this: I am with you always, even to the end of the age” (Matthew 28:18-20).

Modeling a life of worship and compassion, the lead pastor seeks to shepherd the church community through servant leadership and a heart to love God and love people, period.

Responsibilities

- Shepherd Jesus’ flock, disciple his people and provide spiritual leadership through performing and/or overseeing, as appropriate, preaching and teaching, pastoral care, leadership development, compassion ministries, outreach, evangelism and missions, and officiating weddings, funerals, and other functions of community life.
- Discerning the church’s vision in community through the leading of the Holy Spirit and aligning congregational priorities accordingly.
- Providing administrative leadership, including guidance, mentoring, decision making, and support for staff and ministry areas to ensure their vision and direction support the overall mission, vision, and purpose of the church.
- Demonstrating spiritual and emotional maturity and integrity in the pastoral role and in personal relationships. Practicing self-differentiation at a high level and persevering in difficult times. Exemplifying a lead-by-example approach to life in ministry. Maintaining a proper balance between spiritual health, development, family, and ministry.
- Connecting and collaborating with other churches and organizations, including but not limited to: area/regional/national/global Vineyard churches, local/regional faith communities, and nonprofit organizations, acting as the public face of the church, engaging with the media and broader community, and sometimes representing the church in broader denominational or interfaith contexts.

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Love God. Love people. Period.

- Seeking continued personal and professional development and providing personal and professional development opportunities for staff.
- Mediating and resolving conflicts within the church, whether between members, staff, or leadership while using discretion with sensitive and confidential matters.
- Maintaining personal accountability through relationships with other pastors, mentors, or spiritual directors, ensuring that their own spiritual health and integrity are sustained.
- Collaborating with the Church Council to ensure proper governance, financial oversight, and accountability, including providing regular reports on church activities, finances, and goals to the Church Council and the community.

You may be a great fit if you...

- Love God and find your identity in Christ. Your vocation and ministry flow from being rooted and grounded in Jesus as your Source. You lead a humble life of compassion and worship.
- Love and honor people as fellow image-bearers with intrinsic value and worth, demonstrating and modeling unconditional love and acceptance of all.
- Are comfortable speaking the truth in love—without compromising either truth or love—in any situation.
- Have theological and pastoral experience in the Vineyard movement and are committed to growth there.
- Have a heart to be a servant leader within our community.
- Are excited to make the Twin Ports (Duluth, MN and Superior, WI) home.
- Are energized by a dynamic and diverse community.

Qualifications

Required

- Servant leadership experience (preferably within a Vineyard church)
- Preaching experience (preferably in a Vineyard church)
- 3+ years of personnel management experience
- 10+ years of pastoral experience (preferably within a Vineyard church)
- Scholarly and principled knowledge of the Bible, a solid grasp of Biblical hermeneutics, and a perpetual student of God's Word
- Commitment to Vineyard values and theological and pastoral framework
- Commitment to pursuing ordainment as developed and implemented by Vineyard USA
- Commitment to building and sustaining a trauma-informed staff and church community (see Appendix for more details)

Preferred

- Senior pastoral experience (preferably in a Vineyard church)
- Formal education in biblical studies/theology, seminary, or related field
- Familiarity and/or experience with SAMSHA's Concept of Trauma and Guidance for a Trauma-Informed Approach (see Appendix for more details)

APPENDIX: WHAT WE NEED IN A SENIOR PASTOR

After the resignation of our lead pastor in February 2023, the Succession Committee asked the church community for feedback about where we have been and where we are going. The following description was compiled from survey responses and lightly edited for clarity. While themes are included in the official position description, this is not intended to supersede it but to share another perspective of our community's heart.

God alone knows us fully and completely—who we are, where he is leading us, and the qualities of the individual(s) who can help us get there. We pray that God's kingdom will come and his will be done as we discern what we need in our senior pastor/spiritual leadership. We sense this will be someone not to rule over us, but to guide us through humble servant leadership; not to heal us, but to shepherd and care for us; not to do the work for us, but to train and equip us; not to speak for us, but to teach and preach the truth of God's Word so that we might speak it and live it ourselves. We humbly put the leadership of our church in the wounded hands of Jesus who understands our story and pain and offers the promise of new life for ourselves and our church.

In all things, a spiritual leader's character should be primary and inform their gifting. We pray for a leader to be holy* having a life devoted wholeheartedly to Jesus externally and internally, and Christlikeness in everything. Yet we recognize our fallen nature and offer a list of Christlike qualities and behaviors that reflect our hope for a new leader with grace for and knowledge of our human imperfection. Our prayer is that our new pastor:

Loves God (Personal)

- First and foremost, they find their identity in Christ. Their vocation and ministry flow from being rooted and grounded in Jesus as their Source.
 - Has a genuine relationship with and commitment to Jesus, and an authentic, honest awareness of their own heart and personal brokenness.
 - Lives a life of worship and compassion. Points people toward Jesus; leads by example.
- Displays humility by asking for and receiving prayer, and is intentional about their personal witnessing. Understands that modeling transparency is required in the Christian life.
- Has a calm temperament and the gentle presence of the Holy Spirit. They don't act out in anger or malice, participate in gossip or bullying, or engage in spiritual manipulation.
- Fruits of the Spirit (Galatian 5:22-23)**** are evident in their life.
- Demonstrates spiritual and emotional maturity and has behavioral integrity in the pastoral role and in personal relationships. They are able to practice self-differentiation at a high level and can persevere in difficult times.
 - Regularly participates in enriching and healthy self-care activities.

Loves People (Pastoral)

- They show real joy and curiosity in others. They are approachable and seek engagement rather than waiting to be sought. Their enthusiasm for fellowship and discipleship is infectious.
 - Gets to know people by name by reaching out and engaging personally, as well as encouraging/modeling this with other staff/leaders/broader community. Helps foster a warm, inclusive, welcoming environment/culture where this can take place and where people are known, valued, and loved.
 - Listens with sincere concern and interest to others' stories and struggles, and can empathize with a hurting person. Practices active, compassionate care of people in our church and broader communities.
 - Demonstrates a posture of availability.
- Honors others as fellow image bearers with intrinsic value and worth; demonstrates and models unconditional love/acceptance of all people (not conditional or based on performance, status, volunteering, leading, serving, etc).
 - Honors confidentiality and privacy to all those they counsel and oversee.
 - Has an awareness of power dynamics and engages with others in a trustworthy, wise, and responsible manner.
 - Welcomes inquiries, questions, and feedback. Facilitates open communication and is receptive to feedback including criticism. Loves their critics unconditionally.
- Helps others become more like Jesus.

Loves the Word of God (Preaching and Teaching)

- Has a scholarly and principled knowledge of the Bible and a solid grasp of Biblical hermeneutics, and is a perpetual student of God's Word.
 - Has the ability to convey and teach the Word of God with clarity, insight, and kindness in speaking, teaching, and written communications.
 - Speaks with truth and love without compromise and not to enhance or protect their own reputation or career, or that of their family and friends.

Loves Equipping and Encouraging Others

(Professionalism, Supervision, Administration and Organizational Leadership)

- Has an understanding of and commitment to continuing to become a healing-centered, trauma-informed church.** This includes organizational culture as well as responses to people who have experienced harm and/or abuse with a holistic approach in church policies, church

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environment, and personal interactions that promote and support spiritual, emotional, and physical well-being***

- Does not tolerate discrimination of others on the basis of race, sex, religion, sexual orientation, mental or physical health conditions, political preference, in themselves, on staff, or in the church community.
- Does not condemn others in speech or written word and models a discreet and appropriate online/social media presence.
- Believes that spiritual gifts are given equally to both men and women and that both men and women may participate in all aspects of discipleship.
- Promotes and practices unity with those of differing political beliefs.
- Maintains and understands appropriate personal and professional boundaries with the staff and church members.
- Does not think or act as superior in faith, position, knowledge or ability to those they work with and minister to. Values colleagues' contributions and vocations as their own.
- Are an approachable listener and active collaborator. They are teachable and recognize God's discernment revealed through others.
- Effectively delegates meaningful assignments to coworkers and doesn't take undue ownership of ministry or work that is the responsibility of others.

* Titus 1:8: "And he must be hospitable [to believers, as well as strangers], a lover of what is good, sensible (upright), fair, devout, self-disciplined [above reproach—whether in public or in private]."

**SAMSHA's Concept of Trauma and Guidance for a Trauma-Informed Approach "A program, organization, or system that is trauma-informed realizes the widespread impact of trauma and understands potential paths for recovery; recognizes the signs and symptoms of trauma in clients, families, staff, and others involved with the system; and responds by fully integrating knowledge about trauma into policies, procedures, and practices, and seeks to actively resist re-traumatization."

A trauma-informed approach is distinct from trauma-specific services or trauma systems. A trauma-informed approach is inclusive of trauma-specific interventions, whether assessment, treatment or recovery supports, yet it also incorporates key trauma principles into the organizational culture"

***Six key principles for a trauma-informed approach are:

1. Safety (physical, psychological, emotional, spiritual)
2. Trustworthiness and Transparency
3. Peer Support
4. Collaboration and Mutuality
5. Empowerment, voice, and choice
6. Cultural, Historical, and Gender Issues

****Scripture references: 1 Timothy 3:1-13, Titus 2:1-15, Micah 6:8, Matthew 20:26, Galatians 5

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