



12901 Roberts Drive
Eden Prairie, MN. 55346
<https://www.cityhill.org/>

May 9th, 2024

Job Title: Lead Pastor
Reporting: Elder Team
Position Status: Full Time

City Hill Church is a charismatic spirit-filled multi-generational community located in the suburbs of Eden Prairie, MN. Our church life includes Sunday gatherings, Life Groups, and many ministry and outreach teams. We average about 200 people for our Sunday gatherings and have healthy participation in other ministries. We own our main building, as well as 2 adjacent ministry homes, debt free. Our next Lead Pastor will preach God's word boldly, equip and train the members and lead the church with courage and vision in our next season.

We encourage all applicants to review these details found on our website:

City Hill Vision, Beliefs, Core Values: <https://www.cityhill.org/beliefs>
City Hill Polity: <https://www.cityhill.org/transitionfaq>

Please direct any inquiries to: pastoralsearch@cityhill.org. All inquiries to this email will be received and handled confidentially by our Pastor Search Committee.

Primary Responsibilities & Duties:

Preaching & Teaching: The Lead Pastor serves as the primary preacher, coordinating the preaching schedule for Sunday worship services and developing a complementary teaching team consisting of in-house resources and guest speakers.

Strategic Leadership & Planning: As an integral member of the Elder Team, the Lead Pastor collaborates in defining both the immediate and long-range goals and vision for the church. This role is pivotal in strategic planning, coordinating with staff and elders to articulate and implement the church's vision and purpose.

The Lead Pastor is responsible for leading regular staff meetings and strategic sessions that drive clarity and alignment with these objectives.

Additionally, the Lead Pastor ensures that all church operations, including staffing, facilities, and programs, are effectively aligned to support the achievement of these goals. This involves active collaboration with the staff, Elder Team, and broader congregation to ensure that the church's activities support its strategic direction and foster a vibrant community life.

Administration: The Lead Pastor oversees and executes the administration of the church in collaboration with staff and lay leaders, ensuring the effective management of ministry, business, facility, and logistical support functions through staff and lay leaders.

Training & Equipping: The Lead Pastor trains and equips other leaders in the community to assist in work of the ministry. This includes developing the Deacon and/or Shepherding ministry to provide for shepherding needs of the congregation.

Evaluation & Accountability: The Lead Pastor is accountable to the Elders, developing monthly reports on upcoming ministry direction, and recent accomplishments and activities. These reports serve as a basis for reviews with the Elders to set and review progress on key ministry priorities for City Hill.

The Elder Board, as the governing body of the church, alongside the Apostolic Team, conducts an annual performance evaluation and reviews compensation.

Personal Qualifications:

Personal Life:

- Spiritual Foundation: Knows God – a genuine relationship that is continually growing.
- Character and Integrity:
 - Models the qualifications of an elder as outlined in 1 Timothy 3:1-7, Titus 1:6-9, and 1 Peter 5:1-4.
 - Demonstrates biblical integrity in interactions and decisions (1 Timothy 6:11-12).
 - Embraces humility, prioritizing the needs of others (Philippians 2:5-11).
 - Upholds biblical community in relationships, addressing conflicts constructively (Matthew 5:23-24, Matthew 18:15-17, Ephesians 4:25-32).
 - Exhibits a biblical family life (if married) or faithful celibacy (if single) (Ephesians 5:22-6:4).

- Confirms agreement with City Hill Church Statement of Faith, Vision Statement and Core Values (<https://www.cityhill.org/beliefs>).

Professional Skills:

- Teaching and Preaching:
 - Gift of a Teacher with the ability to expound God's word with accuracy, boldness, and humility.
 - Teaching is rooted and grounded in God's Word, valuing both expository and topical approaches while being led by the Holy Spirit. Skilled in exegesis and the historical-grammatical method of hermeneutics.
 - Committed to using pulpit ministry to disciple the entire congregation and equip the saints for ministry.
- Leadership and Administration:
 - Promotes a collaborative environment and embraces the role of Lead Pastor as a 'Player/Coach'. (For more details: <https://www.cityhill.org/transitionfaq>)
 - Diligent and organized in administration and leadership, ensuring effective church management.
 - Develops and leads a team, especially in areas such as Finance, HR, and church policy, distributing governance responsibilities and empowering others with their giftings.

Preferred Qualifications:

- Strong references attesting to professional competencies and personal character.
- Prior experience in a local church setting, demonstrating a proven track record in church leadership.
- Prefers to preach approximately half of the time to make room for other teachers being equipped.
- Committed to personal growth and continued learning.
- Understands the present cultural climate and equips others to engage with the culture in a biblical way
- Ministers with urgency and awareness of the biblical timeline and where we sit in history through an eschatological lens.
- Comfortable creating a welcoming, "come-as-you-are" environment where gifts of the Spirit and prayer are integrated respectfully and orderly.
- Prioritizes leadership development and mentoring of staff and lay leaders.
- Fosters an atmosphere conducive to the spiritual growth of long-time believers while being approachable for first-time attenders.

Compensation: The Lead Pastor will receive a competitive salary commensurate with experience and qualifications.

Benefits Include:

- Health Insurance: 90% of premiums for the pastor and family covered, including a funded Health Savings Account (HSA).
- Retirement: Simple IRA plan with employer matching.
- Paid Time Off: Includes vacation, sick leave, and personal days.
- Professional Development: Opportunities for conferences, education, and retreats.

This package aims to support the well-being and financial security of our Lead Pastor and their family.