



JOB DESCRIPTION

POSITION TITLE: Lead Pastor

REPORTS TO: Elder Board

WORKS CLOSELY WITH: Pastoral staff, ministry staff, lay leaders

Summary

Platt Park Church (PPC) is a medium-sized congregation located in the beautiful Platt Park neighborhood in south-central Denver. Founded in 2009 and meeting in a 100+-year-old church building, our multi-generational congregation includes more than 200 men, women, teens, and children from local neighborhoods and beyond. While PPC is affiliated with the Reformed Church in America (RCA), functionally we are a non-/multi-denominational, elder-led congregation.

Over the last few years, we have noticed the Lord leading us toward a focus on the spiritual formation of our members and the mobilization of our congregation for ministry in whatever contexts God has placed them. An emphasis of our teaching has been toward the further development of congregants' love relationship with God and the outworking of that love toward the world around us.

PPC is committed to a team model of leadership and ministry. We are currently pursuing our vision under a "flat" leadership structure that includes three pastoral staff members and a four-member teaching team, one of whom is a member of the pastoral staff. We have discerned that we are in need of a Lead Pastor to complete our pastoral team by bringing the energy, excitement, and experience to coordinate these efforts, shepherd the congregation, and develop leaders in our community. We are looking for the right man or woman who can see and communicate the overall vision and then organize, galvanize, equip, and mobilize the church toward that vision.

Essential Functions

The Lead Pastor's primary responsibilities will include strategic planning, leadership development, congregational care, and preaching/teaching to fulfill PPC's mission and values. Platt Park Church sees the primary ministry of the church as the interactions, groups, visitations, and conversations that happen throughout the week. In this model, Sunday worship becomes a celebration of the ministry that has happened throughout the week and a time for deepening our connection with God to fuel that ministry. We are seeking a "weekday pastor" who will support and foster ministry in the church throughout the week instead of focusing only on Sundays. These responsibilities will include:

Strategic Planning

- Collaborate with staff to develop and implement strategic initiatives that align with the church's mission, vision, and values.



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- Manage and provide strategic oversight and vision of the church budget, finances, and overall financial health. Supervise church spending with a focus on caring for others and stewarding resources well and with integrity.
- Create an annual church budget to be reviewed and approved by the Elder Board. Manage salaries and overall benefits.

Leadership Development

- Lead, supervise, and provide care for the church staff.
- Lead staff hiring, performance management and review, and termination processes, ensuring alignment with church values, mission, and organizational needs.
- Identify, equip, and empower emerging leaders within the staff and congregation for ministry and service.
- Connect and build relationships with other pastors and faith leaders in Denver and surrounding areas.
- Agree to and live by our team values, including a willingness to have hard conversations toward healthy outcomes.

Congregational Care

- Foster a culture of hospitality and inclusivity, welcoming newcomers and facilitating connections within the church community.
- Coordinate compassionate pastoral support to individuals and families in times of need, including counseling, visitation, and prayer.
- Foster communication of congregational joys, concerns, and difficulties with the staff and Pastoral Care Team so individuals can receive appropriate care.
- Build and maintain strong relationships with congregants, offering spiritual guidance, encouragement, and support in their faith journey.
- Perform or oversee wedding, funerals, baptisms, and dedications of community members.
- Model and encourage participation in group life in the church.

Preaching/Teaching

- With the Worship Pastor, plan and lead worship services, ensuring they are meaningful and relevant to diverse congregational needs.
- Oversee and help coordinate the Teaching Team and teaching content.
- Preach/teach an average of 1-2 weeks per month.
- Pray and collaborate with the Leadership Team to determine the spiritual direction and formation needed for the church.
- Regularly communicate vision and values via a variety of communication channels.



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Success Indicators

We desire to see the following indicators of a healthy congregation;

- The people of Platt Park Church are growing in relationship with God and are reflecting His love both communally and personally.
- The Platt Park Church community is connected and thriving; not only does the staff know what is going on in people's lives but also the congregation is actively caring for each other.
- The staff is healthy, supported, held accountable, and working within their areas of gifting to best serve the community.
- The congregation is characterized by spiritual growth, unity, and a passion for caring for others.
- Leaders are empowered and equipped to lead and serve within the church and beyond.
- Members of the congregation are active participants in worship, discipleship, and outreach ministries.
- Congregants who are in crisis receive immediate engagement and feel well cared for and held by the church community.
- The church is meaningfully engaged with the local community.
- The church demonstrates sustainable growth in membership, financial stewardship, and organizational effectiveness.

Qualifications

Spiritual Characteristics

We long to be a community that is led by God's Spirit. The Lead Pastor will model this as a deeply committed Christ-follower who:

- Seeks God's guidance through prayer both personally and corporately.
- Meets biblical qualifications for leadership.
- Grows personally and supports congregational discipleship.
- Agrees with and abides by the Platt Park Church Statement of Faith (the Apostle's Creed).
- Possesses a passionate desire to see people come to know, love and follow Christ in the context of real community.
- Desires to know and love God even more than he/she wants to be used by God.
- Is committed to personal spiritual growth and ongoing professional development.



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Professional Skills

Candidates should have 5-10 years of demonstrated leadership experience in church or ministry settings, with biblical and theological training equivalent to a seminary degree.

The Lead Pastor should be able to:

- Communicate clear and compelling vision.
- Navigate complex organizational dynamics.
- Teach and apply scripture effectively.
- Provide skilled pastoral counseling and crisis intervention.
- Communicate biblical truths verbally and in writing in a clear, effective, engaging manner.
- Work collaboratively with diverse teams and staff members to achieve common goals.
- Identify opportunities and challenges and develop effective solutions.

Personal Attributes

The ideal Lead Pastor will be an individual who experiences a clear sense of calling from God to care for people as a shepherd. He or she will demonstrate:

- Dedication to the development of God's people in their roles of discipleship, servanthood and outreach.
- Emotional intelligence and conflict resolution skills.
- Self-management, motivation, and clear vision.
- Integrity and trustworthiness.
- Compassionate leadership (humble, credible, collaborative, teachable, and caring).
- Ability to communicate effectively across diverse groups.
- Commitment to personal integrity, ethical conduct, and professional excellence.
- Commitment to personal and spiritual boundaries to maintain health

Compensation

This is a full-time position.

Salary: \$76,000 - \$82,000 (depending on experience) plus benefits.