

Overview The Evangelical Free Church of the Palouse is seeking to bring on a Lead Pastor. **Our mission** statement is "*raising worshipful, caring, disciple-making servants of the Lord Jesus Christ as we reach our community and the world.*"

We are located in the beautiful Pacific Northwest, between Pullman, Washington, and Moscow, Idaho, an area in which there are two major state universities within 10 miles. Our congregation spans from newborns to seniors, and our most active ministries at present are children's, youth, college, small groups and seniors'. Our current attendance average is approximately 200-225 with an additional number participating online.

Find out more – our congregation's history as well as current information can be viewed on our website at www.efreepalouse.org.

Applicants, please include in application packet:

- A resume
- Professional and personal references
- A personal testimony of your relationship to Christ
- A cover letter in which you introduce yourself and address what moves you to seek this position
- Your ministry vision
- Your response to our statement of faith

Send completed packet to: search@efreepalouse.org

Position Title: **Lead Pastor**

Position Type: Full Time; Salaried Exempt

Reports To: Elders

Mission: Raising worshipful, caring, discipleship-making servants of the Lord Jesus Christ as we reach our community and the world.

About This Role: The lead pastor serves with the elders of E-Free to oversee the church's mission through pastoral care. By personal example and enabled by spiritual gifting, the lead pastor provides pastoral leadership to the staff and congregation of the E-Free church.

Ephesians 4:11-12: "And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ . . ."

Responsibilities:

1. Preaching:
 - a. Preaches as assigned by the elders. Provides Spirit-led preaching; accurately and faithfully communicates the biblical text.
 - b. Works to build unity in the church; motivates the congregation to actively support the church's mission, vision, purpose, and direction (Titus 1:1).
 - c. Oversees and guides the preaching team to ensure continuity and accuracy in the scriptures.
2. Teaching:
 - a. Leads and oversees staff training, development, and weekly ministry administration.
 - b. Teaches newcomer's class alongside select elders.
 - c. Makes a teaching plan in concert with the elders.
3. Leading:
 - a. Provides vision and direction to focus and unite ministry areas in accordance with the mission and strategies affirmed by the elders.
 - b. Supervises individual staff performance, including conducting performance reviews.
4. Counseling:
 - a. Provides biblical guidance to individuals and couples as needed.
 - b. Identifies and raises new leaders through relational discipleship.
5. Attends elder and church board meetings, oversees specific ministries as applicable.
6. Serves as liaison for the Evangelical Free Church of the Palouse (EFCP) to the regional district of the Evangelical Free Church of America (EFCA).
7. Assists with special events and services.
8. As directed in scripture, devotes himself to prayer and the ministry of the Word. (Acts 6:4, Psalm 1).
9. Performs other duties as assigned.

Qualifications/Gifts/Abilities

1. Shows clear evidence of being born again by the Spirit of God (John 3), is full of the Spirit and wisdom (Acts 6:3), and has ongoing and growing evidence of salvation, obedience and love (1 John).
2. A spiritual gift of preaching/teaching: Proven giftedness and competence in faithfully preaching and teaching the Scriptures (The Holy Bible) in a way that strengthens people's faith and equips and motivates them for their ministries, "a workman who does not need to be ashamed, handling accurately the word of truth." 2 Tim 2:15 (NASB)
3. Qualifies as a pastor-overseer-elder according to the Scriptures (1 Timothy 3; Titus 1; 1 Peter 5).
4. Pastoring:
 - a. Demonstrable ministry priority of loving and caring for people well;
 - b. Experience in church administration: proven ability to oversee, participate in, minister to, and coordinate ministry teams.
5. Evangelism: A heart to share the Gospel to those outside the body of Christ. Experience sharing the Gospel, both as people visit church meetings and beyond the church facilities, individually and in gatherings.
6. Has a strong sense of the Lord's calling in his life to be in the ministry.
7. Enthusiastically supports and affirms the Statement of Faith of the Evangelical Free Church of the Palouse.
8. Has successfully completed a Master of Divinity or equivalent study/training.
9. Commits to a plurality of elder leadership of the church, with all elders having equal voting rights.
10. Believes in biblical male leadership for the positions of pastor-overseer-elder. Does not exclude female leadership role in ministries to women and children, nor the role of deaconess in the deaconate.
11. Loves the Lord first and foremost and loves people with a Christ-like love.
12. Works well as a team player.
13. Competent to expound and to defend the Scriptures.
14. Understanding of Greek and Hebrew (preferred qualification).
15. Has a perspective of long-term, stable leadership for churches, while understanding it is God to whom we are first responsible.
16. Has been tested by being a spiritual servant-leader of his home under Christ, and if married, works well together as a husband and wife team in shepherding of children God has given them. Exemplifies living with his wife in an understanding way, honoring her as a fellow heir in Christ Jesus, such that his prayers are not hindered, as directed in 1 Peter 3:7.
17. Has proven to be hospitable to both believers and unbelievers, as a part of effective ministry.
18. Senses God's guidance in applying to pastor this congregation.
19. Enthusiastically supports the mission statement of the church, the vision for growing leadership, and the vision for growing EFCP in the years ahead.

Statement of Faith**God**

1. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

The Bible

2. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

The Human Condition

3. We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

Jesus Christ

4. We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus-Israel's promised Messiah-was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

The Work of Christ

5. We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

The Holy Spirit

6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

The Church

7. We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish

the believer.

Christian Living

8. We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

Christ's Return

9. We believe in the personal, bodily and premillennial return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

Response and Eternal Destiny

10. We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.