

**Announcement**  
**Lead Pastor Opening**

Nome Evangelical Covenant Church is seeking a Lead Pastor for our multi-generational, multi-cultural congregation of 100. Nome (pop. 3,700) is situated in remote, rural Alaska, a hub for smaller regional communities. Applicants should be interested in stepping out in faith and adapting to a new culture. As a congregation, we strive to engage with our neighbor so that we serve our community in practical ways so that we all can experience the transforming love of Jesus.

## Job Description per Bylaws

### Nome Covenant Church Lead Pastor Duties (Article IV, Section 5)

Excerpted from Nome Covenant Church Bylaws, Rev. 1-15-2023.

#### ARTICLE IV Pastoral and Ministry Staff

**Section 1. Purpose.** Pastoral and additional ministry staff servant- leadership positions are created to help the congregation fulfill Christ's purposes in the world and among its members.

**Section 2. Pastoral Qualifications.** Pastors of the church shall meet the qualifications for character, giftedness, and call, set forth in the Holy Scriptures. The Lead Pastor and other pastors shall be in good standing with the ECC in accordance with their qualifications and duties. A pastor shall be a member of the church by virtue of the call to serve the church.

**Section 3. Call of the Lead Pastor.** The Lead Pastor shall be called at a regular or special congregational business meeting, the purpose of which shall be announced two weeks in advance. The Lead Pastor shall be nominated by a pastoral search committee. This committee shall be elected by the membership at a congregational business meeting. It shall be representative of the congregation and have five to nine members, including the Leadership Team chair. It shall work closely with the Alaska Conference Superintendent. The Lead Pastor shall be called by written ballot with a two-thirds vote of members present and voting required for a call. The call shall be for an indefinite period of time. When the church receives aid from the conference and/or denomination through appropriations, the call shall be with the approval of the Alaska Conference.

**Section 4. Call of Additional Pastors and Ministry Staff.** Additional staff members shall be called at a congregational business meeting, the purpose of which shall be announced at least two weeks in advance. The meeting shall include the budget implications of the proposed position. The Leadership Team will recommend one candidate for a call, and the vote shall be by written ballot, with two-thirds vote required for call. The Leadership Team may establish the search committee and may serve as the search committee. When the church receives aid from the conference and/or denomination through appropriations, the call shall be with the approval of the Alaska Conference. The call shall be for an indefinite period of time unless otherwise noted at the time of call.

**Section 5. Duties of the Lead Pastor.** The Lead Pastor shall pray, preach, and teach the Word of God, administer the sacraments, provide mission leadership, and faithfully carry out pastoral work. The Lead Pastor shall direct the church staff, providing counsel, encouragement, and Christian discipline so as to assist in the accomplishment of objectives for each staff member. All staff shall be responsible to the Lead Pastor. The Lead Pastor shall be a member of the Leadership Team and an ex officio member of all ministry teams and committees and in such capacity shall strive to establish and accomplish objectives and strategies in conjunction with the mission and purpose of the church.

**Section 6. Duties of Additional Pastors and Ministry Staff Members.** Additional pastors and ministry staff members shall carry out specific areas of ministry under the direction of the Lead Pastor. They may be designated by the Leadership Team to be the leader or member of one or more Ministry Teams.

**Section 7. Cooperation.** The pastor(s) shall, both in word and precept, work in harmony with the ECC, and the Alaska Conference.

Amended and Approved at the Annual Congregational Business Meeting, January 15, 2023

## **Job Description—Scriptural Basis, Qualifications, Goals, Responsibilities**

### **Nome Evangelical Covenant Church Lead Pastor Job Description**

In addition to the duties contained in Article IV, Section 5 of the Bylaws, it is Nome Evangelical Covenant Church's (NECC) desire for the Lead Pastor to:

- “<sup>2</sup> shepherd the flock of God that is among you, exercising oversight, not under compulsion, but willingly, as God would have you; not for shameful gain, but eagerly; <sup>3</sup>not domineering over those in your charge, but being examples to the flock. <sup>4</sup>And when the chief Shepherd appears, you will receive the unfading crown of glory.” **1 Peter 5:2-4** (ESV)
- “<sup>15</sup> Do your best to present yourself to God as one approved, a worker who has no need to be ashamed, rightly handling the word of truth.” **2 Timothy 2:15** (ESV)
- “<sup>9</sup> Let love be genuine. Abhor what is evil; hold fast to what is good. <sup>10</sup> Love one another with brotherly affection. Outdo one another in showing honor. <sup>11</sup> Do not be slothful in zeal; be fervent in spirit; serve the Lord. <sup>12</sup> Rejoice in hope; be patient in tribulation; be constant in prayer. <sup>13</sup> Contribute to the needs of the saints and seek to show hospitality. <sup>14</sup> Bless those who persecute you; bless and do not curse them. <sup>15</sup> Rejoice with those who rejoice; weep with those who weep. <sup>16</sup> Live in harmony with one another. Do not be haughty, but associate with the lowly. Never be wise in your own sight. <sup>17</sup> Repay no one evil for evil, but give thought to do what is honorable in the sight of all. <sup>18</sup> If possible, so far as it depends on you, live peaceably with all. ... <sup>21</sup> Do not be overcome by evil, but overcome evil with good.” **Romans 12:9-18, 21** (ESV)

### **Qualifications & Requirements:**

1. **Biblical Considerations:** The NECC Lead Pastor must meet the spiritual, personal, and character qualifications of an elder found in 1 Timothy 3:1–7 and Titus 1:6–9 and exhibit the fruit of the Spirit as found in Galatians 5:22-23:

- a) **1 Timothy 3:1-7** (ESV) “The saying is trustworthy: If anyone aspires to the office of overseer, he desires a noble task. <sup>2</sup> Therefore an overseer must be above reproach, the husband of one wife, sober-minded, self-controlled, respectable, hospitable, able to teach, <sup>3</sup> not a drunkard, not violent but gentle, not quarrelsome, not a lover of money. <sup>4</sup> He must manage his own household well, with all dignity keeping his children submissive, <sup>5</sup> for if someone does not know how to manage his own household, how will he care for God's church? <sup>6</sup> He must not be a recent convert, or he may become puffed up with conceit and fall into the condemnation of the devil. <sup>7</sup> Moreover, he must be well thought of by outsiders, so that he may not fall into disgrace, into a snare of the devil.”
- b) **Titus 1:6-9** (ESV) “...if anyone is above reproach, the husband of one wife, and his children are believers and not open to the charge of debauchery or insubordination. <sup>7</sup> For an overseer, as God's steward, must be above reproach. He must not be arrogant or quick-tempered or a drunkard or violent or greedy for gain, <sup>8</sup> but hospitable, a lover of good, self-controlled, upright, holy, and disciplined. <sup>9</sup> He must hold firm to the

trustworthy word as taught, so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it.”

- c) **Galatians 5:22-23** (ESV) “But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, <sup>23</sup> gentleness, self-control; against such things there is no law.”

## **2. Vertical & Horizontal Considerations:**

- a) The Lead Pastor will seek to undertake these duties in the power of the Holy Spirit, undergirded with prayer, guided by the Scriptures, and manifesting the character of Christ for the glory of God.
- b) The Lead Pastor must be a person of prayer and a person of the Word, sensitive to what the Spirit is saying to NECC. The Lead Pastor will be devoted to daily prayer and Bible reading to stir up the heart and mind to renewed passion for Christ and to guard from sin.
- c) The Lead Pastor will gladly participate in mutual care and accountability with other believers.
- d) Using God-given gifts the Lead Pastor will connect with the local community as led by the Holy Spirit.
- e) The Lead Pastor will be intentional to shape the culture of the church in a relevant way as to support its mission.

## **Goals & Responsibilities:**

The Leadership Team and the Lead Pastor will discuss annually the defined goals, responsibilities, and incidentals of the Lead Pastor’s ministry and God-given callings. NECC does not desire for the Lead Pastor to do it all or go it alone but to partner with God and the church to mutually seek to build His Kingdom in our hearts and in this community.

NECC’s expectation of the Lead Pastor is not to have all the answers or be perfect in pastoring and administration but, with the church, to follow the admonition of Micah 6:8 (ASV), “He hath showed thee, O man, what is good; and what doth Jehovah require of thee, but to do justly, and to love kindness, and to walk humbly with thy God?”

## **Summary in Simple Terms:**

In concert with the Holy Spirit and all together:

1. Listen to God (Prayerful)
2. Shape the Culture (Relevant)
3. Communicate Biblical Truth (Applicable)
4. Cast Clear Vision (Holy Spirit-Inspired)
5. Develop Leaders (Discipleship)
6. Connect with Community (Relational)