

Trinity Friends Church

Lead Pastor Job Description



Job Title: Lead Pastor (Full Time - Exempt)

Organization: Trinity Friends Church

Location: Van Wert, OH

Salary: Commensurate with experience

Benefits: Paid vacation, pension, life insurance

Experience Preferred: 5 years in a Lead Pastor position (or similar leadership experience)

Contact: Ken Stanley, ken515362@gmail.com

TFC's Mission, Vision & Values:

Mission: To Love Jesus *Intimately*, Grow Deeper *Spiritually*, And Serve Others *Intentionally*

Vision: Trinity Friends Church is a unified family that loves Jesus intimately and grows deeper spiritually by worshiping the Lord through prayer and obedience to His word. As a result, we practice radical neighbor love by sharing the good news of Jesus Christ through our words and actions.

Core Values:

Word: We believe in the reliability and authority of the Word of God as expressed in the Holy Bible. We endeavor to order our lives around the truths found in God's Word (Joshua 1:8, Is 40:8, 1 Thess 2:13, 2 Tim 3:16-17)

Worship: We believe worship to be a spirit filled expression of the church's love for God. Worshiping God is a way of life expressed through song, sermon, community, culture and work. (1 Pet 2:5, Heb 12:28, 2 Cor 5:9, Rom 12:1-2, Eph 4:11-12)

Prayer: We believe prayer to be heartfelt communion with God, both privately and corporately. We choose to saturate everything we are and do with fervent and persistent prayer. (Col 4:2-4, Eph 6:18-20)

Neighbor Love: We believe that Jesus' command to love our neighbor as ourselves is a foundational value of this Church. We will build bridges into the community and the world in ways that lead to real hope and change and healing in our neighbors' lives. (Is 58:6-7, Matt 22:36-40, Lev 19:18, Rom 13:8-10)

Church Description:

Trinity Friends Church (TFC) in Van Wert, OH is seeking the Lord's guidance on the next Lead Pastor of this local expression of the Body of Christ. TFC is a quickly expanding "intergenerational" church with a heart for the Van Wert community and beyond. In addition, TFC has experienced tremendous favor from the Lord in the last several years and is uniquely poised to make a significant Kingdom impact! TFC's generosity is very well known in the Van Wert community because of its "outward focused" ministry mindset. TFC has been blessed to open a K-6 christian school in 2025 and expects exponential growth.

We invite you to prayerfully consider submitting your information to see if the Lord would help us discern together if TFC is your next mission. Please submit your letter of interest, resume and sample sermon to Ken Stanley at ken515362@gmail.com.

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Lead Pastor Job Description



Principal Function:

The Lead Pastor is first and foremost a Christ-Follower who is working through their own spiritual formation toward Christ-Likeness. The Lead Pastor's gifts are exercised as the head visionary of Trinity Friends Church. The Lead Pastor is the Undershepherd of the True Shepherd, Jesus Christ - the head of the church. The Lead Pastor works collaboratively with the Staff and Elder teams to ensure missional fidelity and direction.

Spiritual/Character Expectations:

- A godly leader who lives an abiding life with the Lord Jesus and is a spiritual leader in the home and church (John 15:1-17, Ephesians 5:21-33)
- A godly leader who leads the people of the church by experiencing, living, modeling and communicating authentic faith in the Lord Jesus Christ
- A godly leader who models Trinity Friends Church Mission, Vision and Core Values
- A godly leader who has a burning passion for Christ, His Word, His Church and lost people
- A godly leader who is a self-starter exemplifying burning hunger for God's presence and His voice in the Word
- A godly leader who speaks with God constantly, both in personal times and also while moving about daily duties and contact with people
- A godly leader who understands and demonstrates the connection between spiritual, emotional and physical health
- A godly leader who chooses a daily walk of humility toward God and people with the servant mind of Christ (Phil 2:5-8; Acts 20:33-35)
- A godly leader who demonstrates incarnational leadership principles (listens well, is present, isn't afraid to live life with the people, empathetic etc.)
- A godly leader who confidently and compassionately reaches out to everyone, friend or foe, to share the love of Christ with them (Acts 20:31)
- A godly leader who can effectively preach and teach the Word of God with clarity and energy which motivates hearers to love God, His Word, His people and non-believers
- A godly leader who will lead elders and staff members with deepest respect toward constant mutual caring and kindness, resulting in team harmony
- A godly leader who has studied the biblical beliefs and background of the Evangelical Friends Church - Eastern Region (EFCER) and genuinely identifies with this framework for ministry https://www.efcer.org/uploads/1/3/3/2/133267097/faith_and_practice_2025_edition.pdf
- A godly leader who understands the value of biblical reproduction in ministry (Disciples Make Disciples, leaders are constantly training their replacements)
- A godly leader who has the vision for bridge building into the community while also equipping the saints through robust discipleship/small group initiatives
- A godly leader who will intentionally invest in and develop the staff under their supervision

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A Sampling of Lead Pastor Duties and Responsibilities (From EFCER Faith & Practice):

- Discern God's vision for the church
- Be responsible to establish the core values to fulfill the vision of the local church
- Equip and empower people to live the mission, vision, and core values of the local church
- Oversee the preaching and teaching of the Word of God
- Protect the unity of the local church
- Ensure and oversee that pastoral care is taking place among the church body
- Serve as an elder
- Be an ex officio voting member of all groups within the organizational structure of the local church
- Be responsible for keeping the history, doctrine, mission, vision, and core values of EFC-ER before the local church
- Be a supportive liaison between EFC-ER and the local church