

Woodside Church, Yardley, PA

About the Lead Pastor

The Lead Pastor (Head of Staff) serves as the primary spiritual leader, teacher, and vision-caster for the congregation. In partnership with the Session, staff, and ministry leaders, the Lead Pastor provides theological, pastoral, and organizational leadership to advance the church's mission of making disciples of Jesus Christ. This role balances preaching, pastoral care, staff leadership, and strategic oversight.

Reporting Relationships

Reports to Session (Elders)

Supervises 14 Staff Members (Full Time & Part Time)

Guides Director-led Ministries (No Committees)

Leads a Congregation of 700 Disciples

Accountable to Presbyterian Church (USA) Denomination

Responsibilities

Preaching and Worship Leadership

- Serve as the primary preacher, delivering biblically grounded, Christ-centered messages which move people to apply God's Word in their daily lives.
- Collaborate with worship staff and volunteers to plan and lead meaningful, Christ-centered worship services.
- Administer the Sacraments (Baptism and the Lord's Supper).
- Ensure worship is a time to express our love for God and experience God's love for us.

Vision and Strategic Leadership

- Articulate and champion a clear, compelling vision aligned with the church's mission and values.
- Lead the congregation in long-range planning and ministry development.
- Work closely with the Session and Staff to discern priorities, set goals, and evaluate effectiveness.
- Encourage innovation and ministry multiplication.

Pastoral Care and Congregational Life

- Provide pastoral care through visitation, counseling, prayer, and crisis response.
- Officiate baptisms, weddings, funerals, and other pastoral services.
- Equip Deacons and REACH ministers (lay caregivers) to share in congregational care.
- Foster a loving, uniting, and spiritually nurturing church culture.

Staff Leadership and Administration

- Supervise, coach, and evaluate a team of staff members.
- Build a collaborative, accountable, and healthy staff culture.
- Ensure clear communication, role clarity, and alignment across ministries.
- Oversee administrative functions in partnership with staff and Session.

Leadership Development and Discipleship

- Equip members for ministry through teaching, coaching, and leadership development.
- Support spiritual growth for all ages, including small groups and discipleship pathways.
- Encourage tithing and generous giving of financial and spiritual gifts.

Community Engagement and Outreach

- Represent the church in the broader community and denomination.
- Encourage mission engagement locally and globally.
- Build relationships with community organizations and foster outreach initiatives.
- Practice and promote sharing the Good News with family, friends, and coworkers.

Responsibilities & Key Deliverables Timing			
Weekly	Monthly	Every Other Month	Annually
Preaching prep and delivery (4 services)	Write Pastor Report and Moderate Session	Check-in with Finance and Facilities Leaders	Officer Training
Lead Message Team (planning and training)	1:1 Meetings with Staff	Pizza with Pastor (Intro to Woodside)	Annual Report/Moderate Annual Meeting
Attend Communications Team	Train REACH Ministers	“The Way” (4-week orientation to Woodside)	Lead Special Services (e.g. Ash Wednesday, Maundy Thursday, Good Friday, Easter, Christmas Eve)
Pastoral visits and work with Deacons and REACH	Bible lesson to Preschool classes		Stewardship Campaign (create, plan, pass budget)
Lead Growth Group	Write Stewardship communications		Special Churchwide Missions (e.g. “Church Has Left the Building”)
	Staff Meetings (twice monthly)		Lead Elders and Staff to seek God’s Vision
As Needed: Baptisms, Weddings, Funerals, Pastoral Counseling			

Candidate Profile; What You Bring

Education & Ordination

- Master of Divinity (M.Div.) or equivalent from an accredited seminary.
- Ordained (or ordainable) as a Teaching Elder in the Presbyterian Church (USA).

Experience

- Demonstrated experience in pastoral leadership.
- Proven ability to lead staff and work collaboratively with Elders and Deacons.
- Experience in strategic planning, organizational leadership, and change management is preferred.

Knowledge, Skills & Abilities

- Strong biblical preaching and teaching skills.
- Understanding of Reformed theology and Presbyterian polity.
- Emotional intelligence and relational maturity.
- Visionary leadership with practical execution skills.
- Effective communicator across diverse age groups and backgrounds.
- Ability to balance tradition with thoughtful innovation.

Personal Characteristics

- Demonstrates a vibrant and growing personal faith in Jesus Christ.
- Humble, approachable, servant-hearted leadership style with a sense of humor.
- High integrity, accountability, and ethical standards.
- Resilient and adaptable in a changing ministry landscape.
- Committed to fostering unity within a diverse congregation.