



Lead Pastor Expectations

The Lead Pastor shall be an ordained or licensed minister in good standing with credentials recognized by Church of God Ministries – Anderson, Indiana.

The Lead Pastor is a full-time position and is responsible to carefully give spiritual oversight and guidance to the ministries of Pennway Church. They shall perform all of the duties inherent in the office of Lead Pastor.

The Lead Pastor is expected to lead and work collaboratively with multiple Staff and Volunteers.

The Lead Pastor will lead in fulfilling the Mission Principles according to the Boundary Principles established by the Elders.

The Lead Pastor will be required to write measurable goals each year that correspond to each of Pennway Church's Mission Principles. At least one of these goals for each Mission Principle must project growth in the number of people who benefit or participate. These yearly goals will be shared with Staff and Elders.

The Lead Pastor shall be accountable to the Elders for proper and legal conduct with regard to Pennway Church's Bylaws and the Guiding Principles established by the Elders.

Other Responsibilities

Experiencing the Presence of God

Your relationship with Father God, Jesus, and Holy Spirit matters to us. If you are disconnected from God, you cannot live, lead, or grow. We expect you to spend time in the Presence of God daily. From the overflow of your time with God, you will invite others to experience the depth and wonder of His Presence.

Growth and Learning

Leading in this season requires a deepening of understanding and experience. Furthering your education through schooling, reading, conferences, etc...is expected. Sharing what you are learning with Staff and Volunteers will deepen everyone's understanding.

Preparation Makes Room

When we are prepared, we create room for Holy Spirit to work. While there will be times when last-minute planning will be necessary, that is not the norm. Long-term vision and creativity is a crucial part of this role.

Excellence In All Things

We are not striving for perfection because that would be a trap. We are called to work with excellence. This matters because God deserves it and the Pennway Family deserves it. We are asking that you continually strive to raise the bar in your areas of responsibility.

Pennway Family

At all times, we will treat attendees, guests, and volunteers with dignity and respect, remembering that each and every one of us are created in the image of God.

Guiding Principles

MISSION PRINCIPLES

Defining the Outcomes of the Ministry of the church that the Lead pastor is tasked to achieve.

MP1.0 Comprehensive Mission Statement

Pennway Church of God exists to invite you into the Way of Jesus. We believe that everyone comes to Father God only through Jesus (*John 14:6*). In the Gospels, we read of the extraordinary life, world-transforming death, and power-spreading resurrection of Jesus. The Way of Jesus leads to the Father, leads to salvation, and continues to transform us throughout our lives. We believe the Way of Jesus is committed to the Presence of God, love of neighbor, Kingdom life, generational impact, and hilarious generosity.

→ MP1.1 Commitment: The Presence of God

God pursued us first; therefore, our ultimate pursuit is the Presence of God. We must nurture and grow this relationship through prayer, worship, the study of the Word, and by stepping into our identity as sons & daughters. We know that we must do this individually and with one another.

→ MP1.2 Commitment: Love of Neighbor

We will see, know, and celebrate our neighbors. Our neighbor is the one who is not yet at our table—the one whom God misses the most. Our neighbor is next door and a world away.

→ MP1.3 Commitment: Kingdom Life

We will become a church that increasingly looks, acts, sounds, and thinks like its Lord and Founder: Jesus. We celebrate the unique story, experience, and gifting each person brings to the table. We are thankful that we can learn from one another, encourage one another, and belong to one another. We partner with God to bring the Kingdom of Heaven to earth in our homes, our church, and our city.

→ MP1.4 Commitment: Generation Impact

We are confident we will see the goodness of God now and in future generations. We will spend out lives so that our great-grandchildren will see God's dreams and visions come to life. One generation will praise His works to the next and the next and the next.

→ MP1.5 Commitment: Hilarious Generosity

We will give our time, our gifts, and our resources in a way that leads to laughter! In a way that leads people into the Way of Jesus. And which encourages everyone to believe in His power and grace.



Who We Are

Pennway Church of God is located at 1101 East Cavanaugh Road in the city of Lansing, Michigan. The cornerstone was laid in 1954 by a congregation that was moving from South Street Church of God in Lansing. The congregation had a vision from God that this people of God would grow. The congregation then added an education wing and a new sanctuary in the 1980s as it grew and served the Lord.

Pennway Church is more than a beautiful facility in a wonderful neighborhood, it is a people who, like all of God's people, have victories and struggles. They are a people who are seeking God's will for their lives individually and collectively. The average attendance over the last year for their Sunday Morning Worship Gatherings is 110 in addition to 10-15 households worshipping through their online streaming through Facebook, Youtube, and their website (www.pennway.org).

The last few years, Pennway Church has grown to understand who they are and where they are headed as they follow God. This is reflected in work that has clarified understanding and resulted in updated Bylaws, clarified Mission Statement, Mission Principles, and established Guiding, Boundary, and Accountability Principles.

In addition to meaningful Sunday Morning Worship Gatherings at Pennway Church, impactful programming is strong and includes ministries such as: Sunday School, Youth & Children Ministry, Small Groups, GriefShare, Prime Ministry (Senior Adults), Living Nativity, Friendship Group, etc...

As a result of the prayerful and diligent work the last few years, Pennway Church is in a good position as a people. Not only is the building in a wonderful area (highest residential area in Lansing, near beautiful parks and trails, near Michigan State University, and close to shopping, great food, and more), but in Pennway Church's latest season is has grown in its desire to invite everyone into the Way of Jesus.

Pennway Church is committed to growth in its Guiding Principles: The Presence of God, Love of Neighbor, Kingdom life, Generational Impact, and Hilarious Generosity.

Pennway Church has a great deal to offer: a history of vision and progress, wonderful people, great location, strong organizational structure that is dedicated to Holy Spirit's leadership, and a strong Staff and Volunteers.

Pennway Church offers a competitive compensation package for a congregation of its size and area. This compensation can include items such as: a parsonage, housing allowance, retirement contribution, professional development, hospitality, and mileage allowance in addition to the salary.

Pennway Church is positioned and ready for what God's good, pleasing and perfect will is for this next season.