Lead Pastor Application Information

Thank you for taking the time to review and consider the Lead Pastor position at Greenleaf Friends Church (GFC). We will accept applications until the position is filled. Please submit your completed application to pastorsearch@greenleaffriends.org.

Our search committee will review applications as they are received, contact references, and conduct an initial interview. This information will then be shared with the Elders, and selected candidates will move forward in the interview process.

The start date will be determined based on the availability of the selected candidate.

You can learn more about our ministries at the following websites:

- Church: www.greenleaffriends.org
- Northwest Yearly Meeting: https://nwfriends.org
- School: www.gfaschools.org

May God bless you as you discern His leading in your life.

Pastoral Search Team

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Cover Letter

Dear Applicant,

Greenleaf Friends Church (GFC), a congregation of approximately 150–200 people, is part of the Northwest Yearly Meeting of Friends. Our vision is to be a church that loves the Lord our God, listens to His voice, studies His Word, obeys Him, holds fast to Him, and shares His love.

“Now choose life, so that you and your children may live and that you may love the Lord your God, listen to His voice, and hold fast to Him…”
— Deuteronomy 30:19b–20

We are seeking a Lead Pastor to guide and collaborate with a ministry team that currently includes an Associate/Youth Pastor, a Visitation Pastor, a Children’s Director, and a Worship Director. We are looking for a leader whose gifts will complement and strengthen this team as we continue to grow in ministry and impact.

This opening comes as our current pastor, after three years of faithful service, is stepping away in response to a call for his family to serve in Thailand. We are grateful for his ministry and look forward with anticipation to how God will continue to lead both his family and our church.

Greenleaf is a rural but growing community, reflecting broader growth across Idaho. Our previous Lead Pastor helped prepare us for this season of growth, and we believe that as the community grows, the church should also grow by faithfully meeting its needs.

A vital ministry of GFC is Greenleaf Friends Academy (GFA), a K–12 classical Christian school with over 200 students. While the church and school have separate facilities, they share the same property and mission. We are committed to supporting and providing leadership to the school.

We also maintain a relationship with a Hispanic congregation, La Casa del Alfarero, which meets in a home on our campus. Looking ahead, we have a desire to participate in church planting in our region and are seeking a pastor who can help lead us toward that vision.Our ongoing goal is to maintain a healthy balance between encouraging spiritual growth in individuals and reaching out to our community.

Trusting in Jesus,
Greenleaf Friends Church

Lead Pastor Job Description (2026)

Salary Range: TBD
Reports to: Greenleaf Friends Church Elders (GFC)
Status: Full-Time
FLSA: Exempt
Education: Master's degree in a ministry-related field preferred, but not required

Position Summary

The Lead Pastor serves as a shepherd in the model of Jesus Christ and according to New Testament teaching on the role of pastor-teacher. This role includes preaching, teaching, leadership, pastoral care, and equipping the congregation for ministry.

The pastor represents GFC within the Northwest Yearly Meeting, Evangelical Friends Mission, local churches, and the broader community. The pastor works closely with the elders to establish ministry priorities. Refer to NWYM Faith and Practice.

Responsibilities

Pastoral Leadership

1. Collaborate with elders and worship leaders to plan meaningful weekly worship services.
2. Serve as the primary preacher of biblically grounded sermons.
3. Provide pastoral care, including counseling, weddings, and funerals (in accordance with church policies).
4. Equip and encourage believers to serve according to their spiritual gifts.
5. Continue to maintain relationship and engagement with La Casa del Alfarero.

Organizational Leadership

6. Oversee ministry staff and provide pastoral care for them and their families.
7. Meet regularly with elders and help implement ministry priorities.
8. Contribute to long-term vision and strategic planning.
9. Serve as an ex officio member of the Greenleaf Friends Academy Board of Trustees or ensure representation.

Representative Leadership

10. Build relationships within the community and connect with those seeking a church home.
11. Participate in Northwest Yearly Meeting gatherings as able.

Core Competencies and Qualifications

- Commitment to the Bible as the inspired Word of God as understood by Evangelical Friends.
- A life marked by prayer and spiritual discipline.
- Self-awareness and the ability to collaborate effectively with others.
- Strong self-motivation and healthy work-life balance.

Additional Expectations

1. Demonstrates a growing relationship with Christ and Christlike character.
2. Agrees with the statement of faith found in Faith&Practice Part 1 Section 1.
3. Willingly serves under the leadership of the elders and receives annual evaluation.
4. Commits to becoming a member of GFC.
5. Exhibits a servant-hearted, relational approach to ministry.
6. Has a passion for evangelism and outreach.
7. Maintains confidentiality and integrity.
8. Is consistently engaged in church life and responsibilities.
9. Represents the church professionally in all settings.
10. Passes a background check per Child Protection Policy.
11. Demonstrates strong, advanced proficiency with modern technology and digital tools.
12. Maintains an orderly workspace.

Application Requirements

Please submit your application to:

Pastoral Search Team
Email: pastorsearch@greenleaffriends.org

Mailing Address:
PO Box 428
Greenleaf, ID 83626

Include the following:

1. Current resume and work history

2. Three references (employer, co-worker, and personal reference)
3. Personal testimony (your journey to Christ)
4. Description of your current walk with the Lord
5. Explanation of your interest in this position and understanding of Evangelical Friends
6. Description of your spiritual gifts and strengths
7. One challenging ministry experience and one rewarding experience
8. Friends have used questions known as queries to guide reflections. Choose one or two and give your own response. (available on the NWYM website https://nwfriends.org)