**Lead Pastor (Bi-Vocational, Growing Toward Full-Time)**
Grace Mountain Church – Colorado Springs, CO

**About Us**
Grace Mountain Church is a mission-minded church in Colorado Springs with a heart for reaching the city and beyond. We are a gospel-centered community passionate about seeing lives changed through Jesus. We don’t aim to do “church as usual”—we’re building something intentional, diverse, and future-focused.

**The Role**
We’re looking for a **bi-vocational Lead Pastor** with the capacity and vision to transition into a **full-time role** as the church continues to grow. This isn’t a maintenance role—it’s a builder’s role. You’ll lead with purpose, rally people around vision, and move the mission forward with grit, grace, and strategy.

You’ll be the kind of leader who doesn’t just preach, we need an **implementer**, a **planner**, and a **motivator**. Someone who can inspire action, shape culture, and solve problems in a dynamic, multicultural community.

**Key Responsibilities**

* Cast and implement clear, gospel-centered vision and strategy.
* Preach regularly with clarity, relevance, and conviction.
* Empower teams and volunteers through relational, hands-on leadership.
* Navigate change and growth with flexibility and focus.
* Focus more on building systems and people than providing ongoing pastoral care.

**What You Bring**

* Proven leadership experience (ministry, business, nonprofit, or similar).
* Strong communication and preaching skills.
* A passion for building healthy, reproducing churches.
* The ability to see the big picture and work the plan to get there.
* Comfortable in multi-ethnic, multi-class, and multi-generational settings.
* A proactive, self-starting attitude—no micromanagement needed.
* Willingness to work bi-vocationally while the church grows into full-time capacity.

**What We Offer**

* A church with a strong core and growing momentum.
* A chance to lead real change in a city ripe for gospel impact.
* A supportive team and board committed to long-term vision.
* The opportunity to shape the future of a church from the ground up.
* We are baptistic in our heritage and practice.

**How to Apply**

Grace Mountain is utilizing the Converge Placement Network to evaluate all pastoral candidates. Candidates interested in the Lead Pastor position must fill out a CPN Profile. You can accomplish this at the following link:  <https://www.convergeplacementnetwork.org/candidate>   There is a one-time $50 fee to cover testing instruments. This fee is tax-deductible as a job search cost. Once a profile is completed, candidates will be eligible to be matched with every Converge church across the country utilizing the CPN process.