



Armonk Alliance Church

Pastoral Search • Lead Pastor Position

Mar 24, 2025

Overview

POSITION TITLE: Lead Pastor

CHURCH: Armonk Alliance Church

LOCATION: 448 Bedford Road, Armonk, NY 10504

DENOMINATION: Christian & Missionary Alliance

CHURCH SIZE: 120 attendees (facility capacity: 350)

POSITION TYPE: Full-time, salaried, exempt with housing allowance

COMPENSATION: \$75,000 salary with parsonage housing additional

BENEFITS: Comprehensive package including health insurance, retirement plan, and paid time off

HOUSING: Beautiful 4 bedroom 3 bath updated parsonage provided on church grounds

EDUCATION: Support for continuing education and professional development

RELOCATION: Assistance with relocation expenses available for qualified candidates

QUALIFICATIONS:

- M.Div or equivalent degree preferred (from ATS accredited institution)
- Pastoral leadership experience in a growing church setting
- Spiritually and emotionally mature with a clear pastoral calling
- Commitment to empowering all believers, including women in ministry leadership
- Accredited/licensed and ordained with the C&MA or able to meet requirements for transfer of ordination.
- Agreement with C&MA doctrine and distinctives

CHURCH CONTEXT:

- 60+ year established ministry in affluent Westchester County
- Diverse congregation with growing Spanish ministry
- Vibrant worship, discipleship groups, and children's programs
- Operates thriving Little Sparrows Nursery School (40+ years)
- Located near NYC commuter communities and university campuses

KEY RESPONSIBILITIES:

- Provide spiritual leadership and biblical preaching
- Guide church through transition as a developing church to accredited status
- Develop staff and lay leaders
- Establish measurable ministry objectives
- Foster church growth and community outreach
- Maintain denominational relationship with C&MA
- Serve as Board Chair or collaborate with Board leadership

WORK SCHEDULE:

- 5-day work week (approximately 50 hours weekly)
- Sunday presence required
- Flexible weekday scheduling with Board approval

STAFF OVERSIGHT:

- Direct supervision of 4 current staff members
- Leading weekly staff meetings and ministry planning
- Conducting regular individual staff development meetings
- Performing semi-annual staff evaluations

- Collaborating with the Board on ministry objectives and metrics



Church History & Vision

Armonk Alliance Church is embarking on an exciting journey of transition and new beginnings. With over 60 years of established ministry in the Armonk community, we're now taking steps to become an independent, accredited Christian & Missionary Alliance church after operating as a campus location of Ridgeway Church for the past 4 years. Our congregation of 120 believers is a vibrant, diverse community centered around Biblical preaching, contemporary worship, and missional outreach.

We sense the Holy Spirit moving in powerful ways in our congregation and are seeking a visionary leader who will partner with us to fulfill the Great Commission in Armonk and beyond. Our goal is to build on our rich heritage while embracing fresh opportunities to reach our unique community with the Gospel of Jesus Christ.

Position Summary: Lead Pastor

Armonk Alliance Church seeks a Lead Pastor who is called by God, empowered by the Spirit, and faithful to the teachings of Jesus to lead our church through this pivotal transition and into our next season of ministry. We are seeking a pastor who:

- Is a wise shepherd who loves and serves the church and community with care and wisdom
- Is passionate about reaching the next generation of believers in our community
- Lives a lifestyle of discipleship and empowers all believers to use their gifts
- Models missional connection to the surrounding communities
- Collaborates with staff and lay leadership to effectively manage the church operations

Why Join Our Ministry Team

- **Unique Opportunity:** Shape the identity and future of a church with established roots but new independence
- **Diverse Ministry Context:** Serve in an affluent, highly educated, and very diverse community while also reaching the population in surrounding areas.
- **Vibrant Church Life:** Join a congregation with active women's, men's, and couples' ministry groups, Sunday fellowship, community outreach, worship ministry, and a thriving nursery school.
- **Ministry/Life Balance:** Enjoy living in beautiful Westchester County with a provided parsonage, just 5 miles from North White Plains train station (with easy access to NYC).
- **Supportive Community:** Work alongside dedicated staff members, including a Worship Director, Children's Ministry Director, Office Administrator, Facilities Manager, and Nursery School Director
- **Growth Potential:** Lead a congregation positioned for growth with facilities that can accommodate up to 350 attendees

Compensation & Benefits

- **Total Package:** \$75,000 Salary plus parsonage housing provided (utilities included).
- **Housing:** Beautiful parsonage with 4 bedrooms and 3 bathrooms provided on church grounds
- **Benefits:** Comprehensive benefits including health insurance, retirement plan, and paid time off
- **Professional Development:** Support for continuing education and ministry growth
- **Relocation Assistance:** Help with moving expenses available for qualified candidates

Qualifications & Requirements

- **Education:** Undergraduate and graduate theological degrees (M.Div or equivalent) preferred from an accredited theological institution
- **Experience:** Lead Pastor or Associate Pastor experience required in a growing church setting
- **Spiritual Maturity:** A spiritually, emotionally, and relationally mature believer with a clear calling to lead a congregation
- **Theological Alignment:** Full agreement with C&MA doctrine and distinctive theological positions, including ministry of the Holy Spirit
- **Inclusive Leadership:** Commitment to empowering all believers, including women in ministry leadership roles and on the governing board.
- **Denominational Licensing:** Accredited/licensed and ordained with the C&MA or able to meet requirements for transfer of ordination.

Character & Leadership Style

Our Lead Pastor will be characterized by:

- Christ-centered humility and servant leadership
- Prayer-driven ministry that seeks to discern God's voice and direction in all church activities
- Biblical preaching that connects God's Word to everyday life
- Compassionate pastoral care for all ages and backgrounds
- Collaborative leadership that works effectively with staff and board
- Heart for discipleship and developing new leaders
- Missional vision for reaching our community

Essential Responsibilities

- Provide primary spiritual leadership for the congregation
- Deliver Bible-based, culturally relevant weekly messages
- Oversee and develop the staff team (currently four members)
- Collaborate with the Board on vision, strategy, and ministry objectives
- Serve as Chairman of the Board or in partnership with Board leadership
- Ensure all ministries align with the church's mission and values
- Maintain strong relationship with the C&MA Metro District
- Conduct pastoral care and discipleship activities
- Guide the church through its transition as a developing church to accredited church status with the C&MA

Position Structure & Work Schedule

- **Employment Classification:** This is a full-time, salaried position exempt from overtime requirements. The position includes ministerial housing allowance benefits in accordance with IRS regulations.
- **Work Schedule:** The role typically requires approximately 50 hours per week, structured as a 5-day work week with the flexibility to meet ministry needs. Sunday presence is required for worship services and related ministry activities. The remaining weekdays can be scheduled in coordination with the Board to ensure optimal ministry coverage while maintaining a healthy work-life balance.

Staff Leadership & Development

- **Team Oversight:** Provide primary leadership to the staff team through regular communication, clear vision-casting, and intentional mentoring. This includes coordinating weekly staff meetings with purposeful agendas that balance administrative needs with spiritual development.
- **Individual Development:** Establish and maintain a rhythm of one-on-one meetings with each staff member focused on personal development, ministry progress, and addressing challenges. These meetings should foster trust, accountability, and growth.
- **Performance Management:** Design and implement a comprehensive staff evaluation system that includes:
 - Setting clear, measurable annual objectives aligned with church vision
 - Conducting semi-annual formal reviews with documented feedback
 - Providing regular informal coaching conversations

- Creating individual development plans for each staff member
- Addressing performance issues promptly and constructively
- **Ministry Alignment:** Work collaboratively with the Board to establish specific, measurable objectives for all ministry areas that support the church's mission. These objectives should:
 - Reflect the unique calling and gifting of each staff member
 - Include both qualitative and quantitative metrics appropriate to ministry contexts
 - Connect to the church's overall strategic plan
 - Be reviewed regularly for relevance and effectiveness
- **Staff Culture:** Foster a healthy staff culture characterized by mutual support, spiritual accountability, excellence in ministry, and joyful service. Model healthy leadership practices including appropriate delegation, recognition of achievements, and maintaining ministry boundaries.

Our Community

Armonk is a distinctive community in Northern Westchester County, NY with:

- A primarily affluent population with corporate headquarters for Pepsi and IBM
- A growing Latino community in surrounding areas like Mt. Kisco and Port Chester
- Many NYC commuters who travel from North White Plains station
- Two universities (SUNY Purchase and Manhattanville) within 10 minutes of the church. Several more within 30 minutes (Pace, Iona, Monroe)
- A mix of long-term residents and transient corporate families. A large number of international families
- Many families move to Armonk because of the excellent school district: Byram Hills.
- Little Sparrows has a great reputation among Armonk residents
- Significant opportunities for outreach to spiritually hungry families

Application Process

To apply for this position or learn more about this opportunity, please contact:
The Metro District Office of the C&MA at 973-412-7025 or email office@metrocoma.org.

We invite you to prayerfully consider if God is calling you to this unique leadership opportunity as we seek to follow His will for our church family.