

Eugene Christian Missionary Alliance Church Is Seeking a Lead Pastor

490 Howard Avenue
Eugene, Oregon 97404
www.eugenecma.org

Lead Pastor Role Description

Eugene Christian Missionary Alliance Church is seeking a Pastor to serve by teaching the Word of God, shepherding the church, and equipping believers for ministry. This is intended as a full-time position.

Essential Qualifications

Must meet the qualifications of an "overseer" found in 1 Timothy 3:1-7, Titus 1:5-9, 1 Peter 5:1-5, Acts 20:28, 2 Timothy 4:2-5, Ephesians 4: 1-16.

Accept the Eugene Christian Missionary Alliance statement of faith and constitution. [CMA Statement of Faith](#)
[CMA Constitution](#)

If married, his wife must be fully supportive of him and of this ministry. If he has children, he must be fully invested in bringing them up "in the nurture and admonition of the Lord." Ephesians 6:4.

Essential Attributes

- * Has a Spirit-filled character and demonstrates healthy relationships with others
- * Displays significant growth in Biblical and theological knowledge
- * Emphasizes the power and practice of prayer
- * Seeks the Lord's guidance in Biblical peacemaking, reconciliation and affirms the talents and gifts of others in the body of Christ.
- * Models a passionate love for Jesus and people. Has a passion for people to know and grow in Jesus.
- * Possesses a heart for missions and sharing the Gospel
- * Enjoys and relates effectively to people of all ages in the body of Christ

Pastoral Responsibilities

- * Accurately and enthusiastically delivers and exegetes the Word of God in a variety of settings
- * Provides commendable training and experience
- * Emphasizes the power and practice of prayer
- * Demonstrates a teachable, humble, servant spirit.
- * Is willing to become ordained in the Christian and Missionary Alliance and is willing to invest in this ministry long term
- * Has strong leadership qualities which are enhanced by shepherding skills
- * Gives competent, skillful, considerate and relationally-based leadership in the areas of administration, counseling, mentoring, preaching and staff management

The Pastor has oversight over all boards, committees, departments and auxiliary groups and is amenable to the governing board. He is responsible to the congregation of the Eugene Alliance Church and to the Alliance Northwest Field Director. He is accountable for the overall vision and direction of the ministries of the church. He is expected to model godliness, a love for God, His Word, and His Church. He is expected to lovingly pray for his church family.

Compensation

Salary range of \$55,000-\$80,000. Two weeks paid time off. Two days off per week.

To Apply

To apply, please submit the following information to Paula Manning by email paula.k.manning@gmail.com.

- * A personal testimony of your faith in Jesus Christ and your call to the ministry.
- * An explanation of how one can have eternal life according to the Bible.
- * A resume, including:
 - * Contact information
 - * Work and ministry activities, with dates
 - * Schools attended and degrees attained
 - * Noteworthy professional and academic achievements.

* A statement indicating

(1) that you have read our church's statement of faith

(Link)

(2) any questions or concerns.

* Links to at least one sermon video. For those not currently in a Pastoral role, practice sermons from a preaching class (or equivalent) or video from teaching the Bible in any capacity if possible.

* Contact information for at least one professional reference (someone who can speak to your character and performance on the job or in the classroom)

* One church/ministry related reference (someone who can speak to your character and performance in ministry)

* Two personal references (someone who can speak to your character in life and family).

Note that prior to a final interview, we will require both a credit check and a law enforcement background check.

Questions? Please contact Paula Manning by email paula.k.manning@gmail.com.

About Eugene Christian Missionary Alliance Church

The average attendance for Sunday Morning Worship for the last year (2026) was 40 to 45 people. Sunday Evening average attendance was 8 to 10. The active membership of the church as of January, 2026 was 35, with inactive members numbering 11, and adherents numbering 24. The congregation is a mix of long-term Alliance people and people who are relatively new to the Alliance. Many of our families are home-schoolers. Many families commute some distance to attend this church, including one family who drives about 45 miles. Some of the congregation consists of people of other denominations who have visited seeking a more conservative experience and worship style. There is a strong family atmosphere in the church with most families trying to fulfill, with God's grace, the biblical mandate of husbands loving their wives, wives being subject to their husbands, and children being obedient to their parents. Other attendees are older, single, widowed or divorced. One quite noticeable attribute of the church is that even up to an hour after the morning worship service, people are still fellowshiping with one another. There is no paid staff other than the pastor and janitor. The Governing Board members, Church Secretary, Sunday School teachers, Librarian and musicians all function faithfully on a volunteer basis. We offer Sunday School currently for adults and young children, meeting at 9:30am. The Sunday Morning Worship Service is at 10:45 am-12:00 pm and the Sunday Evening Service is at 6:00 pm-7:00 pm. A mid-week prayer meeting and Bible Study is held via Zoom each week at 7:00 pm, with prayer happening in individual homes. The average attendance for mid-week Bible Study and Prayer Meeting is eight individuals.

Missions: There is a very strong emphasis on missions in the church. This is witnessed by a good reception of visiting missionaries. The giving to the Great Commission Fund is a top priority for many members of the church. Some members of our congregation are closely related to missionaries around the world.

Evangelistic Outreach: There are also several assisted living and nursing facilities in the Eugene area being reached by one individual in our congregation who conducts six services each week at these care facilities. Currently, our Pastor, with an accompanying Elder, distributes copies of the Gospel of John door-to-door once a week, weather permitting. The entire city of Eugene has been reached by this ministry. During the past year, the men of the church have been holding a Saturday Breakfast, prayer and ministry time, usually once a month. There are three different Ladies' Bible Studies and one Adult Bible Study, that meet weekly at different locations. One of the Ladies' Bible Study, in the book of Isaiah, has been meeting for twelve years. There is a young people's Bible study that meets biweekly at the church.

Music: The Sunday Morning Worship Service includes hymns from Hymns of the Christian Life, and usually one to three choruses. The Sunday Evening Service uses the same hymnal and also draws choruses from our own chorus book. Our congregation finds the singing of hymns a refreshing and edifying way to worship God, and often we attract people who are looking for a more traditional church service. In the morning the singing is accompanied by organ and piano. In the evening the singing is accompanied by piano only. A music committee member organizes offertory and special music responsibilities usually a quarter in advance. These are performed by volunteers who are musically inclined and willing to share their gift with the congregation. Since there is a piano teacher in the congregation, often even the youngest family members are happily included and given the experience of serving the Lord in music at the piano-or on another instrument of their choice-for these offertories and specials.

Prayer: A very important and abiding quality of this church is our reputation for being "a praying church." During the Sunday Morning Service, we regularly schedule a feature called, "Prayer and Praise". Anyone may come forward to share either a concern for prayer, or an item of praise. After everyone has shared, one of the men will lead the congregation in prayer for the requests made. Included in this prayer time will be one of the many missionaries we support. This has served to bind us together very closely. Also, during the week our Church Secretary facilitates the prayer chain, largely through email, but also by phone, in which anyone's prayer requests may be sent out to receive prayer support from the body. Once a week when the Pastor meets with the Elders, there is prayer for spiritual needs in the church. Once a month when the Governing Board meets, prayer becomes the first and real focus of the meeting. A mid-week Prayer Meeting and Bible Study is held via Zoom each week.

Lead Pastor Application Form

Complete the fields below and submit this PDF with any requested supporting materials to Paula Manning at paula.k.manning@gmail.com.

Applicant Information

Full name

Preferred name

Email address

Phone

Mailing address

Current church/ministry

City and state

Testimony and Ministry Call

Personal testimony of your faith in Jesus Christ

Description of your call to ministry

Bible and Doctrine

Explain how one can have eternal life according to the Bible

☐ I have read the church's statement of faith and constitution.

Questions or concerns about the statement of faith or constitution

Resume Summary

Work and ministry activities, with dates

Schools attended and degrees attained

Noteworthy professional and academic achievements

Sermon Links

Sermon or Bible teaching video link 1

Sermon or Bible teaching video link 2

Sermon or Bible teaching video link 3

Professional Reference

Name

Relationship

Email

Phone

Organization, role, or notes

Church / Ministry Reference

Name

Relationship

Email

Phone

Church/ministry, role, or notes

Personal References

Reference 1 name

Email

Relationship

Phone

Reference 2 name

Email

Relationship

Phone

Acknowledgments

- ☐ I understand a credit check and law enforcement background check may be required before a final interview.
- ☐ I have attached or will separately provide a resume with the requested details.
- ☐ I have provided at least one sermon or Bible teaching video link.

Additional notes

Applicant signature

Date

Personal Testimony Continuation

Use this page if the main testimony field is not enough space.

Personal testimony continued

Call to Ministry Continuation

Use this page if the main ministry call field is not enough space.

Call to ministry continued

Eternal Life Explanation Continuation

Use this page if the main Bible explanation field is not enough space.

Eternal life explanation continued

Resume and Notes Continuation

Use this page for additional work/ministry history, education, achievements, questions, or notes.

Resume details, questions, or additional notes continued