

LEAD PASTOR AT CROSSROADS COMMUNITY CHURCH

City: Ajax, Ontario

Position type: Full-time position for ordained pastor (may consider a commissioned pastor)

Compensation: Pay and benefits are set according to the denominational standard and include salary, housing allowance, vehicle allowance, pension, health insurance, education and training stipend, and more.

Crossroads is a church that values being a community where people can:

- Connect with God.
- Grow and develop their relationship with the Lord.
- Discover the purpose and power of prayer.
- Find community through meaningful fellowship and service.

We are seeking an ordained pastor able to work in the Christian Reformed Church who will help us develop a strong vision and mission, rally us around those core values and lead us in carrying out that vision and mission.

LEAD PASTOR GENERAL RESPONSIBILITIES

The Lead Pastor is to serve God and Crossroads Community Church by:

- Providing Biblical, spiritual, pastoral and visionary leadership within the framework of the church's overall vision, mission and purpose.
- Promoting the spiritual health, growth and well-being of the congregation through preaching, teaching, prayer and administration of the sacraments.

PERSONAL QUALIFICATIONS:

- Be a committed Christian, speaking freely about a personal relationship with the Lord.
- Be a person of prayer, a student of the Bible and be committed to personal spiritual growth and convinced of the doctrines of the Reformed faith.
- Exhibit the qualifications of elder as stated in 1 Timothy 3.
- Be gifted in building relationships and fostering the building of relationships among others.
- Demonstrate a personal lifestyle which serves as a model for the congregation, balancing commitments to church, self, and family, as well as have a sense of humour.
- Have a love for the Christian Reformed Church, submitting to accountability, acknowledging the authority of the Body of Christ.

PROFESSIONAL QUALIFICATIONS:

- Possess excellent communications skills with a love for communicating God's Word through preaching and teaching.
- Have a strong conviction, combined with training, to help the church reach the lost for Christ.

- Possess strong pastoral care skills, trained in the art of listening and spiritual counsel.
- Possess management skills in cooperative leadership, combined with an ability to multi-task.
- Possess the education and academic training required of Christian Reformed ministers in order to serve in the denomination – including ordination and engaging in on-going professional education.

SPECIFIC RESPONSIBILITIES:

WORSHIP:

- Plan and lead worship services in conjunction with the worship committee and worship planners.
- Administer the sacraments.
- Lead four worship services per month, plus special services such as Christmas, Good Friday, Thanksgiving, New Year's Eve, New Year's Day, etc., as required.
- Assess workload and arrange pulpit exchanges with the approval of council.
- Attend worship committee meetings.

OUTREACH:

- Support and encourage church members to join and support local and distant mission trips and projects.
- Encourage all members to make guests and strangers feel welcomed in worship and ministry programs.
- Stimulate the development of materials and resources to be distributed to newcomers.

WELCOMING AND ENFOLDING OF NEW MEMBERS:

- Visit, or arrange for a visit to, new families or individuals who have been regularly attending a few times. Provide church literature and other pertinent materials.
- Develop, with the Welcome Team, plans and events to encourage the reception of newcomers.

LEADERSHIP:

- Oversee the administration of the church office, and work in partnership with council to oversee the work of various committees and staff.
- Support and assist the worship team and deacons in their responsibilities.
- Support and encourage all ministry teams.
- Provide or arrange for leadership development and training for church officers and staff.
- Encourage members with leadership potential to use their gifts in church ministry.
- Engage in visioning: Provide direction and new ideas for all church ministries, encourage new outreach ministries, promote faithful stewardship and financial giving, and participate in council retreats.

PASTORAL CARE:

- Is the first contact for primary responsible pastoral care.
- Delegates and shares pastoral care work with the deacons.
- Makes routine hospital visits when appropriate (especially in emergencies and crisis visits).
- Makes periodic visits to seniors and others in need of social care in our community.
- Makes baptism preparation visits when deemed appropriate.
- Makes pastoral visits as requested by the elders.
- In partnership with staff, deacons and the prayer team, notifies the congregation of pastoral needs through church call/email links and church bulletin.

EDUCATION:

- Provide spiritual/Biblical instruction to anyone, leading to public profession of faith.
- Teach a class on “Reformed Faith and Life” essentials to those from non-Reformed church backgrounds as necessary.

WORKING CONDITIONS:

This is a full-time position that requires considerable flexibility in hours, including being available for work on evenings and weekends. Hours should total no more than a reasonable full-time work week. The church will provide an office, equipment, and secretarial assistance.

OTHER RESPONSIBILITIES:

- Regularly attend all Council meetings, and at least one Deacon meeting per year.
- Provide leadership for weddings, funerals, when requested, for church members. Requests for such services from non-CRC members should be first cleared with Council.
- Secure marriage preparation sessions for engaged couples.
- Attend continuing education courses, workshops, seminars, retreats, etc.
- Attend Classis meetings as requested by Council.
- Establish a personal mentor group as support for self and family.

ACCOUNTABILITY:

- Serves under the supervision of Council for administrative matters and for spiritual and pastoral care matters. (As per Church Order of Supplement 2020, Article 23b)
- Presents oral and written reports of all visits and meetings to each Council meeting.
- This job description may be reviewed at the request of the Pastor, or Council.