

Position

Lead Pastor

Our Purpose

Evergreen exists to grow passionate followers of Jesus. We believe that a passionate follower of Jesus is someone who is actively engaged in service, the text, authenticity, and recovery all in the context of community and prayer.

Our Core Values

Acceptance: You are welcome here! No matter where you've been or what you've done.

Outward Focus: God calls us out – to serve our neighbors, to connect with other people doing good things – to a world God loves to tell about his grace, hope, and love.

Innovation: We keep trying new things because it's ok to fail. The stakes are too high to sit around and not try new things to honor a creative, grace-filled God.

Ministry Responsibilities

The Lead Pastor is responsible for the execution and stewardship of Evergreen's purpose. Using the [Carver Model](#), under the leadership from council, and in partnership with the staff, the Lead Pastor will ensure that the Evergreen community continues to grow and develop according to God's leading. Pastoral leadership, vision casting, and preaching are the primary responsibilities.

Key Duties

Vision Casting and Strategic Development

- Clarify, strengthen, and protect the vision of Evergreen as identified in the Ends Document.
- Clearly communicate the purpose of Evergreen to the congregation and embody that vision in all professional responsibilities.
- Develop and plan concrete strategies to help Evergreen better practically align with our purpose and Ends.

Pastoral Leadership Responsibilities

- Foster the spiritual life of the congregation, staff, and council to encourage and challenge growth as passionate followers of Jesus.
- Regularly preach relevant sermons that are rooted in Scripture and engage our entire community. This preaching will ordinarily not exceed 48 Sundays a year.
- Oversee the preaching ministry at Evergreen to ensure all sermons are relevant, engaging, and rooted in Scripture.
- Empower and support spiritually healthy ministry teams and staff relationships.

- Be relationally engaged and spiritually present with the life of Evergreen and the community.
- Develop and maintain effective communication and a productive working relationship with Evergreen's Council.
- Seek ways to promote diversity, equity, inclusion, and belonging in West Michigan.

Ministry Development

- Plan Sunday services in partnership with the Worship Planning Team to promote authentic worship that is accessible and inviting to those outside of Evergreen's walls.
- Develop strategies for reaching the community and drawing people into meaningful engagement with the church and one another.
- Develop and embody a healthy culture of generosity and service.
- Support and empower Pastor of Congregational Life in healthy congregational care.
- Integrate, support, and empower the work of the recovery ministry at Evergreen and the work that it is doing to provide healing in West Michigan through 12-Step programs.

Leadership Development

- Oversee all staff including evaluations and support.
- Promote unity through Scriptural conflict resolution and model authenticity in relationships.
- Oversee the process of council-member selection and training.
- Model and encourage healthy spiritual practice.
- Perform and oversee annual professional reviews.

Qualifications

The requirements listed below are representative of the knowledge, skill and/or ability required.

- M.Div. required. Five years of experience in serving as part of a multi-staff ministry is preferred.
- Ordained (or eligible to be) as a pastor in the Christian Reformed Church, preferably by August 1, 2021.
- Exhibit a commitment to Jesus Christ, exemplary Christian character, and be a person of prayer who practices the spiritual disciplines.
- Experience or education in Christian leadership, pastoral care, and discipleship.
- Has demonstrated skills in casting vision and thinking strategically about church ministry.
- Proven ability to empower others to carry out responsibilities.
- A deep commitment to collaboration and working as a part of a team.
- Effective oral and written communication skills.
- Willingness to work in a Carver Model of leadership.