

First CRC Pastor Job Description

Introduction

The world around us changes constantly and the needs of a local church can also change as well. At the same time, the leaders of First CRC of Zeeland have prayerfully drawn up a set of expectations of the role of the lead pastor for our congregation. We want our next pastor to know the heart and the direction of ministry of this church. Our hope is that these expectations, placed in a job description, will clearly communicate who we are and where we are going. We are inviting our neighbors to Come and See. We are challenging each other to Go and Do acts of service and care.

Above all, we seek a pastor who loves Jesus with his whole heart and life, who loves the Scriptures and who has a strong prayer life.

Worship Leadership

First CRC expects the lead pastor to work with the existing worship team so that people can Come and See Jesus in our worship times. We expect the pastor to have his own ideas, but be open to the thoughts of the team as well. We expect the pastor to be open to new songs, forms and worship resources.

Sermons

First CRC desires Bible-based, Spirit-driven sermons, relevant to both established and new believers, messages that are thoughtfully and prayerfully prepared. We expect messages that will inspire and challenge believers to live a Christ-like life. And we desire messages that will encourage believers to go and spread the word of God around the community.

Congregational and Pastoral Care

There are many ways a pastor can care for the congregation. And there is more than one way to understand and learn about the needs of our congregation. We do expect that our lead pastor will find the right way to get to know the congregation, determine her needs and express his love for this church family. We expect that the pastor will become part of the First CRC family, loving us and receiving our love.

We do not expect that our lead pastor must be the chair of the council. We do expect that he will be accountable to the elders and that he and the elders will be accountable to each other under Christ Jesus.

We expect our pastor to communicate often and openly with our pastor of visitation. Between the two of them, they will determine who should visit those who are shut-in or unable to come to worship. The pastors should arrange, with the elders, a ministry of communion for our shut-ins. As needs arise, we expect both pastors to communicate those needs with leadership and the congregation as appropriate.

We expect our pastor to be aware of any crisis in the congregation and to respond with love and compassion to the best of his ability. We also expect our pastor to ask for help from leadership in these situations and not carry the burden alone.

Teaching and Discipleship

At First CRC we want a pastor who will work with existing leaders of various groups. We expect our pastor to know these leaders, to walk with them and help them grow in their ministry. We want our pastor to be involved where appropriate. We also expect and would love our pastor to share ideas of new or possible ministries with the leadership of the church. We expect our lead pastor to share his thoughts for ministry together with the leadership so that he is not in it alone.

We expect our lead pastor to model ministry and then bring us alongside to learn and serve as growing disciples. We want to follow him as he follows Jesus. Together we intend to build God's kingdom, and together we can show love to others.

We expect that our lead pastor will be a man of prayer, believing in the necessity and power of prayer. We also expect that he will spur us to pray fervently and regularly and expectantly, in groups and in worship.

We also expect that our lead pastor will seek and receive spiritual nourishment through a well-tended devotional life, appropriate study leaves, a solid set of boundaries that protect his marriage and family, and an openness with a pastoral care team made up of two couples from the church chosen by the pastor and his wife.

Outreach

We at First CRC love children. It is one of our greatest passions. We want our pastor to love kids and to be excited for our children's ministries. We want and expect our pastor to be involved in outreach events that we hold in the community and to be an active support to those who volunteer at The Bridge and at Roosevelt Elementary School. We expect our pastor to come with ideas for new events and other outreach opportunities for children. We know that Jesus loves the little children. We desire our leader pastor to be like Jesus.

We want a leader who can teach and guide us through outreach on how to love our neighbors.