**Ministry Needs and Pastor Search Team**

**Gift based Co-Pastor Ministry Model for Immanuel CRC**

The Ministry Needs and Pastor Search Team was assembled in June of 2017. The identified mandate from the executive team was as follows: provide advice to council in determining the current ministry needs of Immanuel CRC, type of staffing we should have to fulfill ministry needs, and search for a new pastor. The Team researched different ministry models, reviewed the vision and needs of Immanuel, and reviewed different models presently used in our larger community.

**Model approved by Council:**

Council endorsed a revised model which is a Team Based, Gifts Orientated Co-Pastor Model. This model requires pastors to work together as part of the team with Council / Executive as the body providing leadership and direction. The two positions of pastor each have their own focus/specialty area and have a supporting role for the other pastor’s primary role. The Individual Job Descriptions are as follows and are flexible to adjust to the gifts of individuals. It should be noted that Immanuel is aiming for gift based hiring so within the proposed Job Descriptions we retain flexibility and adaptability to best fit both individuals. Primary responsibility means the pastor identified is responsible for the task. However, the other pastor is required to assist where needed.

**Position description:**

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| **Pastor position:** | **Pastor – Pastoral Care and Outreach** | **Pastor – Faith Formation** |
| **Primary Responsibility**  **Secondary Responsibility** | To guide and participate in all areas of the ministry and life of the Immanuel Christian Reformed Church with emphasis on **Preaching, Outreach, Missions and Pastoral Care.**  **Preaching**  Provide leadership in services(including weddings and funerals) responsible for developing preaching themes.  **Worship planning**  Worship planning and leadership of Sunday regular and special worship services - (liturgy planning and development and worship review when responsible for preaching)  **Pastoral Care**  Provide the full breadth of pastoral care which includes areas such as pre marital discussions, baptisms, life milestones, health issues, senior and end of life or other crisis care. This may also includes leadership and support of the elders in such care when requested.  **Mission/Community Outreach**  Supporting the outreach ministry of the church locally and globally by developing specific strategies to integrate ‘fringe’ members into the life of the church, develop strategies for service and outreach by the congregation within the church and community and encourage and advise on outreach activities in the congregation  **Teaching**  Generally supporting teaching especially where it supports pastoral care  **Denominational issues**  Participate in Classis and denominational ministries  **Administration and staff:**  Responsible for general administration & communication.  Assist and support Leadership of Consistory (church elders) - participate in Consistory meetings, specific Immanuel Ministry Teams as agreed | To guide and participate in all areas of the ministry and life of the Immanuel Christian Reformed Church with emphasis on **Preaching, Life-long Faith Formation and Teaching**  **Preaching**  Provide leadership in services(including wedding and funerals); responsible for developing preaching themes.  **Worship planning**  Worship planning and leadership of Sunday regular and special worship services - (liturgy planning and development and worship review when responsible for preaching)  **Faith Formation**  This ministry is aiming to insure that all generations but especially the youth have an intentional and resilient faith. This includes enabling members of the congregation to be individually and jointly more effective in their ministry. It also includes exploring how the congregation can be effectively integrated into the life and ministry of the church so that their gifts are used and developed and they recognize that Immanuel is their church and ministry. This also includes structured and unstructured teaching  **Pastoral Care**  Generally supporting pastoral care especially with regards to youth  **Denominational issues**  Participate in Classis and denominational ministries  **Administration and staff:**  Responsible for general administration & communication.  Assist and support Leadership of Consistory (church elders) - participate in Consistory meetings, specific Immanuel ministry teams as agreed |
| **Administration and staff responsibility** | Responsible for administration and managerial responsibilities regarding the under mentioned leadership of the church. While both pastors will work with staff, this role is responsible for setting individual and church goals with staff such as establishing scope of work and overseeing such work, development of staff, monitor performance of staff and submit reports to Executive.  The positions responsible for is:   * Administrative Assistant * Music and Worship Coordinator   Furthermore, this position shares in leadership of church (Consistory, Council, Executive, Deacons, as required, and assist and guide the leaders and ministry teams as agreed with executive. This means that the pastors and Executive should agree about who, how often and to what extent they will participation in, and provide leadership for the various team, group and formal meetings | Responsible for administration and managerial responsibilities regarding the following leadership of the church. While both pastors will work with staff, for this role it means planning individual and church goals with staff including establishing scope of work and overseeing such work, development of staff, monitor performance of staff and submit reports to Executive. The position directly responsible is:   * Kids Connect and Sunday School Coordinator   Furthermore, this position shares in leadership of church (Consistory, Council, Executive, Deacons, as required, and assist and guide the leaders and ministry teams as agreed with executive. This means that the pastors and Executive should agree about who, how often and to what extent they will participation in, and provide leadership for the various team, group and formal meetings |

While the above identifies anticipated areas of responsibility, it does not intend to presume all details of how the work would be accomplished, the exact number of hours needed to accomplish it or how all the work would be divided. In fact, we deliberately stayed away from some detail because the desire was to allow the pastors, guided by our goals and under Council’s direction, to lead us.

At the same time, it was made clear that the above model intended for all the areas of need in the congregation to be met. Some of this will be met using paid staff. However, it needs to be emphasized that the goal in pursuing this model is to ensure that the gifts of all the people in Immanuel are being used to help us at Immanuel pursue the goals we believe God has given us