

***Ladner Christian Reformed Church***  
**LEAD PASTOR JOB DESCRIPTION**

**TERMS OF POSITION:**

**October 2018**

**Title:**

This staff position carries the title of Lead Pastor of Ladner Christian Reformed Church.

**Scope:**

The Lead Pastor of Ladner CRC is the primary leader for all the staff and ministries of Ladner CRC, and is directly accountable to the Council of Ladner CRC.

**Qualifications:**

The Lead Pastor will:

- be a person of God given to prayer, and study of God's Word, who demonstrates in his/her personal life that he/she is a disciple of Jesus Christ who is open to the leading of the Holy Spirit;
- be an ordained Minister in the Christian Reformed Church in North America;
- be committed to the Reformed faith and have a deep desire for the health and welfare of the Christian Reformed denomination and most particularly, Ladner CRC.

Further, the Lead Pastor will be able to:

- demonstrate gifts for preaching and leading in worship and display commitment to the importance of worship and preaching through regular and careful preparation;
- guide members to grow in holiness by providing pastoral care, by challenging people to use their gifts in the Lord's service, and by encouraging spiritual discipline;
- teach and be committed to the importance of the educational ministries of the church;
- facilitate the missional task of the church;
- use his/her administrative skills and leadership abilities to challenge and encourage volunteers and ministry staff;
- pursue continuing education and training in areas that relate to his/her ministry through attending conferences, classes, training programs and by personal reading.

**General Responsibilities:**

The Lead Pastor, through the leading of the Holy Spirit, will seek to provide spiritual leadership and guidance for Ladner CRC to be a thriving congregation that glorifies God and advances His kingdom.

The Lead Pastor will:

- present, in meaningful ways, the life and work of Jesus Christ as the only way of salvation and life;
- challenge and assist in the spiritual development of all the members;
- enfold all members into the fellowship of Ladner CRC;
- help the congregation be Christian, Reformed, caring and growing;
- work closely with the church Council, ministry staff, and volunteer leaders to create vision, develop programs, provide encouragement, and equip members for ministry;
- spend significant time in intercessory prayer for the needs of the congregation;
- be devoted to prayer and the study of God's Word;
- conduct him/herself as a worthy servant of Jesus Christ.

**Specific Areas of Responsibility:**

IN WORSHIP, PREACHING AND TEACHING, THE LEAD PASTOR WILL:

- be responsible for the overall preaching program, engaging in appropriate prayer, study and reflection for this most important task;
- be responsible for worship services;
- faithfully administer the sacraments of Baptism and the Lord's Supper;
- participate in teaching church education programs;
- ensure that office bearers, staff, and ministry leaders receive regular training to help them become more effective in their ministry.

IN PASTORAL CARE, THE LEAD PASTOR WILL:

- be available to offer spiritual direction and leadership to church members;
- provide pastoral care to all members;
- be available as a first-line counselor for members of the congregation experiencing spiritual, marital, family, or other difficulties. He/she will maintain a directory of Christian counselors to whom members who need professional counseling can be referred;
- be available to the elders of the church for follow-up visits within their zones;
- oversee contact with marginal members/adherents;
- promote the establishment and well-being of ministries that enhance the spiritual health of the congregation;
- officiate at weddings and funerals as needed, ensuring the appropriate counseling and pastoral care in each instance.

IN ADMINISTRATION, THE LEAD PASTOR WILL:

- lead the ministry staff, coordinating activities on a day-to-day basis, ensuring each one is equipped and enabled to do their work;
- perform required administrative tasks consistent with the Lead Pastor position, in consultation with the Executive Team;

- be appropriately involved in responsibilities to Classis and the CRC denomination.  
Any major commitment at these levels must be approved by the Council of Ladner CRC;
- regularly attend Executive Team, Council and Pastoral Team meetings;
- report on pastoral care activity at Pastoral Team meetings;
- be available to all ministries for guidance and/or assistance;
- oversee the work of the office administrator (the office administrator reports to Lead pastor);
- oversee the work of the associate pastor (the associate pastor reports to Lead pastor).

#### YOUTH MINISTRIES:

- oversee all youth programs in church from KidsLife to Young Adults, ensuring all programs are staffed and leaders are trained to fill position in youth ministries.

#### IN WITNESS AND SERVICE, THE LEAD PASTOR WILL:

- participate in the local ministerial organization, maintain contact with other pastors and Christian agencies, and encourage the church to participate in the broader Christian community in Delta;
- be actively involved in ministry efforts that reach out to members of the local community of Delta.

#### IN PROFESSIONAL DEVELOPMENT, THE LEAD PASTOR WILL:

- participate in a mentoring/accountability group with peers;
- participate in conferences and educational opportunities;
- make use of and be accountable for study leaves provided by the church;
- participate in regular evaluation.

#### **Other:**

In order to help the Lead Pastor fulfill his/her role among us, the Council and congregation of Ladner CRC promise to care for their Lead Pastor according to the terms written in the Letter of Call. In addition, we promise our faithful prayer support. May God be praised and His Kingdom advanced through our ministry together.