

Personal Qualifications-The lead Pastor will:

- Be able to give testimony to his love for the Lord and his call to pastoral ministry.
- Enjoy a deepening and dynamic relationship with the Lord, one made evident by a life and ministry flavored by the fruit of the Spirit.
- Have a deep passion to understand and teach the truths of God's word from a Reformed perspective.
- Genuinely love people and engaging with both seekers and the saved to create and sustain positive relationships.
- Maintain a discipline of personal evangelism.
- Be persistent and resilient while pursuing the realization of the vision of the church.
- Have been blessed with emotional health allowing him to humbly and patiently serve God's Kingdom and this congregation with resilience in spite of inevitable disappointments.
- Enjoy the challenge of leading the corporate body as an organization.

Professional Competencies: The Lead Pastor will be:

- A gifted and engaging communicator, able to craft and deliver biblical and relevant sermons that effectively speak to both new and maturing Christians.
- An organizational leader with experience developing strategic initiatives and managing change while guiding the Governing Council, staff and congregation into a new season of ministry.
- An effective manager with a proven history of supervising staff members to create a positive and productive environment.
- A team-builder/coach with experience fostering unity within the Council, staff, volunteers, and congregation as together they live out the mission of the church, and guiding ministry leaders (both paid and volunteer) into greater effectiveness as servants of Christ and His Church.
- A pastor whose care for the spiritual well-being of the congregation is characterized by love and humility while being strengthened by discernment and prayer.
- Ideally a pastor with a strong CRC background. A long-time CRC member with an understanding of CRC polity, tradition, and doctrine, and have experience serving in similar churches with a congregational make-up of 3 to 4 generations.
- Ordained by the CRCNA, be willing to transfer ordination into the CRCNA, be willing to be ordained by the CRCNA, or be ordained by a historic Reformed denomination, such as the URC (United Reformed Church), ARC (Alliance of Reformed Churches), PCA (Presbyterian Church in America, or EPC (Evangelical Presbyterian Church).

Primary Responsibilities:

- *Preaching*-the Lead Pastor is responsible for the bulk of the preaching.
- *Corporate Worship*-the Lead Pastor is responsible for planning and orchestrating engaging worship services. This responsibility will be shared with the Pastor of Worship & Liturgy.
- *Leadership*-the Lead Pastor will guide and empower the Staff [and work together with the] Governing Council in such a way that unifies the staff and congregation around a preferred vision of the future.
- *Pastoral Care*-the Lead Pastor will assume timely pastoral care for those seeking, baptism, profession of faith, marriage, healing, encouragement, and spiritual direction. This responsibility will be shared with the Pastor of Discipleship, Pastor of Visitation, Elders, and Congregational Care Team.
- *Managerial/Administrative*-the Lead Pastor will act as the day-to-day operational manager for First CRC Hanford as established in the Guiding Principles.
- *Public Presence*-the Lead Pastor will represent the congregation in the community and denomination.

Expectations-The Lead Pastor will:

- Promote a corporate climate where people are treated with the dignity and respect due people created and loved by God.
- Promote a corporate culture of grace where people are readily accepted as they are and patiently nurtured toward the Christlikeness that marks a mature follower of Jesus.
- Support the mission and vision for the church approved by the Governing Council.
- Meet or exceed the requirements for ordination as a Minister of the Word & Sacrament in the Christian Reformed Church in North America (CRCNA). Consequently, he will be ordained or be ordainable as such, though ordained individuals from other historically Reformed denominations will be considered.
- Support Christian day-school education.
- Enjoy living in Central California whose dynamic blend of rural and city living distinguishes it from its neighbors to the north and south.

Supervisory Relationships:

- The Lead Pastor reports to and is accountable to the Governing Council and Ministering Elders per First CRC, Hanford's Governance structure.
- The Lead Pastor supervises and is accountable for the performance of non-ordained staff per First CRC, Hanford's Guiding Principles.
- The Lead Pastor in collaboration with Governing Council and Ministering Elders supervises and is accountable for all ordained staff.