

## **Pastor Job Description at the Refuge**

### **Qualifications:**

- A disciple of Jesus Christ who is aware of sin but filled with grace
- A person who is focused on growing in grace by utilizing spiritual disciplines
- Someone who is focused on discovering and using their spiritual gifts
- Strong teaching and preaching skills
- An effective organizer and manager of time
- Aligned with Reformed creeds and confessions
- A visionary person who can creatively lead a congregation into future missional ministry
- Cultural sensitivity to lead ministry with our ethnic ministry partners
- A strong desire and ability to lead an active creation care ministry
- A keen sensitivity for inclusive ministry (people of all abilities, races, and needs)
- Management skills required to address facility partners
- Ability to work as a team player with Council, Staff, Congregation and partners
- Be willing to participate in the Birkman Assessment, StrengthsFinder, and Discipleship ministries.

### **Responsibilities:**

#### **Worship Ministries:**

- Supervise the planning of all worship services in conjunction with staff.
- Preach at all worship services with the exception of 4 vacation weeks and 4 additional Sundays off.
- Work with Worship Ministry Teams to ensure a meaningful worship experience for all, including those who worship online.

#### **Discipleship Ministries:**

- Work with designated staff to organize small groups bible studies and prayer groups
- Disciple members of the congregation and community who want to grow in the Lord through one-on-one mentoring.
- With designated staff, lead creation care ministries such as teaching "Creation Station" lessons through the church year.
- Visit with the church's elderly and families in need.
- Support our growth of children's Sunday school ministry.

#### **Mission Outreach:**

- Serve as a member of the Strong Tower Ministries (STM) Steering Team,
- Provide support and council for Bryson Masiboh, pastor of STM.
- Provide guidance and direction to The Refuge's creation care ministries.
- Work with the deacons in maintaining the Blessing Box and any community care needs.
- Work with appropriate staff to provide content for our online presence.

**Facility Ministries:**

- Work with appropriate staff to help manage our facility rentals, utilizing our pool of volunteers to provide a welcoming space for the various ministries that are localized at the Refuge.

**Organizational responsibilities:**

- Meet with the Council once a month, along with any special Council or Elder meetings.
- Be willing to work with the council and fulfill necessary leadership roles within the council as your skills and needs arise.
- Serve as delegate to meetings of Classis Georgetown
- Serve as member of the Vision Team