

Job Description: Lead Pastor

Purpose

To lead Eastern Avenue Christian Reformed Church in connecting with God, each other, and the world through preaching, worship, and leadership of our organization.

Areas of Responsibility and Leadership

- **Preach** - preach engaging, Spirit-filled sermons at most morning worship services; schedule and guide the preaching of the Pastor of Faith Formation and Intergenerational Engagement, the Bilingual Pastor, and guest preachers; provide meditations for occasional evening worship services.
- **Develop Worship** - recruit and lead the Worship Development Team in crafting worship services with variety and vitality.
- **Supervise** - supervise, mentor, support, and co-create ministry goals and visions with the Pastor of Faith Formation and Intergenerational Engagement, Music Director, and Bilingual Pastor.
- **Engage our Community** - guide our Community Engagement Committee so that we are effectively walking alongside our community through asset based community development programs and ministries.
- **Nurture Bilingual Worship** - directly and indirectly nurture and support our bilingual worshipping community.
- **Care** - provide pastoral care to our congregation; grow the pastoral care skills of our elders and our worshipping community; support our Neighborhood Chaplain in ministering to our neighborhood parish.
- **Lead** - provide overall leadership for the congregation and organization so that we are moving together toward God's preferred future for us and are energized by the vision of what that future could be.
- **Collaborate** - work collaboratively with the Director of Operations so that ministry matches vision and happens efficiently and effectively; partner in recruiting and guiding volunteer leadership of our programs and ministries.

Relationships

- Collaborate with and report to the Consistory
- Direct and supervise the work of the Pastor of Faith Formation, the Music Director, and the Bilingual Pastor
- Collaborate with the Director of Operations
- Serves on Administrative Council, Consistory, Greater Council, the Worship Development Team, and the Community Engagement Committee

Qualifications

- A transformational love of Jesus Christ, richly informed by the Ecumenical Creeds and Reformed confessions, and committed to social justice, care for our creation, and mutual transformation
- A passion to see Jesus known and experienced by others; a passion for building and fostering a Christ-like community
- Enthusiasm for ministry to and with our congregation and parish neighborhood and a heart for our multicultural community
- Commitment to Eastern Avenue Christian Reformed Church, its vision for ministry, and the Reformed tradition
- Gifts in leadership, vision-setting, community building, change management, and encouragement
- Effective written, verbal, and digital communication

- A team player
- Gifted in working with, encouraging, and inspiring volunteers
- Positive conflict resolution abilities and caring interpersonal communication skills

Education and Experience

- Meets or exceeds the requirements for ordination as a Minister of the Word in our denomination
- Experience in leadership, setting visions and achieving goals, worship development, and community engagement
- Fluent in English; knowledge of Spanish a plus, but not required

Compensation

- We offer a competitive salary range based on the CRC Minister Compensation Survey 2022 for our area, *Christianity Today's* ChurchSalary.com, and other resources. Commensurate with experience and education.

Benefits

- Medical and Life Insurance
- Ministers Pension through the Christian Reformed Church of North America or an equivalent retirement plan
- Short-Term and Long-Term Disability
- Social Security Stipend
- Direct Business Expense and Continuing Education Stipends
- Generous Paid Time Off, Parental Leave, Study Leave, and Sabbatical Leave