



Job Description

The Pastor serves the congregation by preaching sermons while empowering the other shepherds (elders and deacons) and staff to lead the people. It is a highly collaborative position, and one shaped heavily by Vision 2025. The primary function of the role is preaching/teaching, followed by administration as a secondary area. Pastoral care constitutes a smaller role. The position is designed to be half time, flexible in nature, with the potential for the candidate to be bi-vocational.

Responsibilities

A. *Preaching/Teaching*

1. Preaches sermons at least three times a month.
2. Secures and equips other preachers to deliver theologically and organizationally aligned sermons on the remaining Sundays.
3. Communicates weekly with members of the Worship Team to ensure joyful, orderly worship services.
4. Conducts baptisms and the Lord's Supper, or, if absent, arranges for such to be conducted in an orderly manner.
5. Does leadership training for Council and teaches classes and groups on an ad hoc basis.

B. Administration

1. Works collaboratively with the Ministry Coordinator and other staff members on administrative tasks.
2. Identifies and executes Vision-based strategies, especially those designated to staff.
3. Serves as “Vision keeper”: Reminds the congregation, Teams, and staff of the Vision on a regular basis. With the Ministry Coordinator, documents strategies related to the Vision.
4. Attends, votes at, and prepares reports of ministry activities for Council meetings.
5. Oversees the Worship Director, providing support, feedback, training, and periodic reviews.
6. Sits as a member (non-chair) of the Adult Discipleship Team.
7. Maintains connections with the CRCNA denomination by meeting with local pastors periodically and attending biannual meetings of Classis Lakota.

C. Care

1. Refers congregational needs to the correct staff person, Team, or community service.
2. Communicates with the Congregational Caregiver(s) to identify care situations requiring the Pastor.
3. Provides pastoral care in select instances that appear to require the Pastor.
4. Intercedes for the congregation regularly, praying for good for the people and discerning next steps in their discipleship (1 Sam 12:23).

Hours

Anticipated average work load is 20-25 hours a week. Hours may fall above or below this range in a given week but will average out over the course of the month. Work responsibilities should be tracked for the purpose of

mutual accountability.

Reporting

The Pastor reports to the Pastoral Shepherds (elders). The Pastor is expected to maintain regular communication with the Ministry Coordinator and Council.

Qualifications

- Ordained as minister, or is in the process of seeking ordination. (Preferred: Ordained in the CRCNA, RCA, or comparable reformed denomination. Preferred: Master of Divinity from an accredited seminary.)
- Strong preaching abilities, including ability to exegete biblical texts carefully and communicate effectively to a range of ages, including children. (Preferred: Giftedness at preaching sermon series that relate to the organizational season of the church.)
- Ability to do worship planning that draws upon both reformed and evangelical resources.
- An excellent team player who shares authority, practices active listening, exhibits flexibility, problem solves, defers and delegates well, and expresses positivity toward others.
- Believes in the importance of committees/teams and navigates them effectively.
- Deference to Vision 2025 and an eagerness to help Bridge of Hope achieve the Vision.
- Efficient worker who manages their own time.
- Ability to use various office technologies, including cloud-based software, at an intermediate level.
- Communicates clearly through verbal and written means.
- Exhibits kindness, humility, and patience.
- Follows Jesus Christ as a dedicated disciple, actively practicing spiritual disciplines.

- Agrees to promote the Christian faith through a reformed interpretation of Scripture in alignment with the confessions of the Christian Reformed Church.
- Supports the denomination's commitment to Christian day schools.