



FIRST CHRISTIAN REFORMED CHURCH

CROWN POINT, IN



JOB DESCRIPTION

LEAD PASTOR

PURPOSE SUMMARY

The Lead Pastor will provide spiritual leadership to the congregation and general oversight to the ministries and programs of the church in line with our vision of helping people to begin, belong and become.

GENERAL RESPONSIBILITIES/AUTHORITIES

Reporting Relationships: Reports to the Council of First Christian Reformed Church.

Gospel Proclamation

- The Lead Pastor's joy will be to proclaim the gospel of Jesus Christ and administer the sacraments so that all are called to turn to Him in ever-increasing faith, hope, and love. The Lead Pastor will be the primary preacher for regular worship services and special worship services in accordance with a schedule in agreement with the elders.
- The Lead Pastor will root the groups and ministries he oversees in biblical and confessional teaching.
- The Lead Pastor will collaborate with the Associate Pastor to equip the church for reaching the Crown Point community with the gospel of Jesus Christ.
- The Lead Pastor's life will model the church's vision to encourage people to:
 - *Begin* a relationship with God through Jesus Christ
 - *Belong* to Christ and His body, the church
 - *Become* mature followers of Christ who bring others to Christ
 - through *spiritual growth*
 - expressed in *service*.

Leadership for Strategic Ministry Planning and Execution

- The Lead Pastor will lead the council in defining/clarifying vision and strategic ministry goals.
- The Lead Pastor will lead the staff in coordinating the work of ministry by:
 - Meeting regularly with the Associate Pastor to ensure that staffing, ministry programs and activities, facilities, and policies are effectively aligned to meet strategic goals.
 - Coordinating/leading weekly staff meetings, director meetings, and other activities to clarify and execute goals and objectives.
 - Providing ongoing leadership and ministry training opportunities.
 - Conducting annual formal performance evaluations and providing ongoing informal performance feedback.

Pastoral Care

- The Lead Pastor will oversee the pastoral care needs of the congregation and, as necessary, share with the Associate Pastor and elders in hospital visitation and member visits. Also, the Lead Pastor will share with the Associate Pastor in counseling, marriages, and funerals.

Additional Administration

- The Lead Pastor will participate in meetings of the council, elders, executive and congregation.

(over)

Email: first@cpcrc.org

Church Website: www.cpcrc.org

- The Lead Pastor will supervise the office staff and provide direction, as needed, for the effective functioning of the front office support functions.
- The Lead Pastor will maintain efficient and effective lines of communication between the staff and the council.
- The Lead Pastor will work with the Executive Committee to implement salary reviews and recommendations.
- The Lead Pastor will oversee development of and adherence to church policies and procedures.
- The Lead Pastor will attend as necessary church ministry team or committee meetings, classis meetings, and denominational board or other denominational meetings.