

Lead Pastor Position Description and Expectations First Reformed Church of Byron Center

General Requirements

- Demonstrate a solid understanding of, belief in, and love for Reformed Doctrine; and an ability to communicate this well through preaching.
- Possess a Masters of Divinity Degree (minimum) from an accredited Reformed Seminary.
- Display a visible love for God first, and a genuine love and respect for all people.
- Communicate and develop relationships with those of *all* age groups.
- Demonstrate an ability to engage and relate to young families and adults age 40 and under.
- Demonstrate a positive, motivational attitude.
- Exhibit a contagious desire to reach unbelievers.

Worship Leadership

- Primarily responsible for leading worship services and preaching the Word of God at regular and special services. Can ask other pastors, interns, or laypeople to lead and preach as required with approval of the Elders.
- Sermons must be grounded in Scripture and the fullness of Biblical wisdom and content shall be presented.
- Ensure that the message of salvation by grace, through faith in Jesus Christ is presented with great regularity.
- Provide sermon schedules and planned content to the Elders with sufficient time for input.
- Cooperate with the Worship Director in worship planning.
- In cooperation with Consistory, work to establish and maintain the mission, vision, and core values of the church.
- Equip other Ministry Staff and laypersons to be effective worship leaders.
- Attend Worship Committee meetings as scheduled.
- Officiate at weddings approved by Consistory and funerals when asked.
- Officiate over the church ordinances at the appropriate times, to include Baptisms, the Lord's Supper, Professions of Faith, Ordination and Installation of Consistory members.

Pastoral Leadership

Discipleship, Education, and Equipping

- Be capable and committed to the discipleship of all those who participate in the life of the congregation.
- Assist and train lay leaders in the task of providing meaningful opportunities for the continued spiritual growth of all attendees.
- In consultation with Consistory, provide encouragement, assistance, and specific training for the equipping of Ministry Staff, current and future Consistory members, and Interns.
- Demonstrate a commitment to the Biblical education of all church members and guests and be available to teach any such class in consultation with Consistory (ex. Sunday School, new member classes, Profession of Faith classes).

Youth

- Develop intentional relationships with the youth of the church.
- Be available as a resource person, advisor, and/or counselor to the youth of the church and those who lead them.

Outreach, Missions and Evangelism

- Demonstrate a passion and enthusiasm for Missions and Evangelism.
- As these disciplines are the calling of all believers, work to instill each of these qualities in the congregation through preaching and teaching.
- Support and promote opportunities for members to participate in Missions and Evangelism.
- Be available to assist and train applicable committees in missional and evangelical activities.
- Attend Community events as requested and approved by Consistory. Develop strong relationships within the local community.

Hospitality and Fellowship

- Demonstrate authentic hospitality to all people, inside and outside the church, and develop a spirit of unity among all members.
- Encourage the development of internal and external fellowship and activities and participate in these activities to the greatest extent possible.

Pastoral Care

- Visitation of church members to include: Sick and Shut-ins, bereaved and grief stricken, domestic problems, those estranged from the church, others as requested or desired.
- Visitation of guests and the unsaved.
- Provide counseling in the spirit of Christian compassion.

Denominational Duties

- Serve as a Congregational Representative to the Grand Rapids City Classis, attending scheduled and special meetings as required.
- Ensure the Congregation is represented at Regional Synod of the Great Lakes meetings as necessary.
- Complete any other duties, responsibilities or privileges as assigned by the denomination.

Administrative Responsibilities

- Oversee all administrative affairs of the church under the direction of the Consistory.
- Serve as a non-voting member of the Administrative Team and attend all meetings as scheduled.
- Direct the work of the church staff and help to motivate them in their work.
- Lead Staff meetings bi-weekly or as otherwise scheduled.

Pastoral Considerations

Spiritual:

- Adequate time will be allowed to prepare for responsibilities, with priority given to study and prayer in preparation for messages and other classes to be taught.
- Adequate time will be allowed for personal and spiritual growth as set forth in the guidelines provided by the Synod of the Great Lakes.

Financial Compensation

- FRC follows the guidelines set forth in the Synod of the Great Lakes Yearly Compensation Guidelines for Ministers of Word and Sacrament.