

HARDERWYK MINISTRIES

WATERSHED • CELEBRATION • FUSION

Campus Pastor – Fusion: Position Description

Overview:

Harderwyk Ministries is a Christian Reformed Church committed to reaching Holland, the lakeshore area and beyond with the gospel of Jesus Christ. Harderwyk Ministries is one united congregation that meets as multiple worshipping communities on the same campus. Each community is committed to pursuing Harderwyk's vision and living out its shared mission and values. The phrase, "United in Mission, Diverse in Expression" describes the Harderwyk model.

Harderwyk Ministries Vision and Mission Statements:

Vision: To reach the lakeshore and beyond with the gospel of Jesus Christ by forming disciples and equipping leaders.

Mission: To **Sow** seeds of faith, **Grow** the faith that has taken root, and **Go** wherever Christ leads us to be ambassadors of His kingdom.

Harderwyk Ministries is Committed to Three Core Values

Gospel-Centered: We are committed to proclaiming the gospel of Jesus Christ as taught in the Scriptures and summarized in the Ecumenical Creeds and the Reformed Confessions.

Connected: We are committed to connecting people to Jesus Christ and life-giving relationships through worship, discipleship, evangelism, community life and service.

Multiplied: We are committed to hearing God's call to create new entry points into Harderwyk Ministries. We will accomplish this through developing new leaders and employing creative methods to reach people with the Gospel.

Position Summary:

As part of the Harderwyk Ministries pastoral team, each campus pastor is assigned a worshipping community in which to provide spiritual leadership, preaching/teaching, spiritual counsel, and pastoral care. Above serving any single worshipping community, Harderwyk Ministries campus pastors collaborate to advance God's work through the larger mission and vision of Harderwyk Ministries.

Harderwyk campus pastors are called to lead and serve a specific worshipping community; in this case, the Fusion community. Within the Fusion community, there is always room at the table for another person as we pursue Harderwyk's vision, mission, and values in worship and in life together, saturated

with the good news of the gospel of Jesus Christ and equipping people to live missionally as disciples of Christ.

Responsibilities and Tasks:

- Maintain a robust spiritual life by nurturing, growing, and sharing the faith and prayer life God has given you.
- Serve as a campus pastor by leading one of Harderwyk's worshipping communities as designated by Council.
 - Preach dynamic Biblically based messages and administer the sacraments on a regular basis.
 - Collaboratively plan and prepare the preaching schedule with the other campus pastors in order to align the Scripture passages across campus.
- Coordinate weekly worship planning in cooperation with the worshipping community's staff.
- Equip and disciple members of the worshipping community you lead and the broader Harderwyk community as able.
- Engage in discipling and equipping others to evangelize.
- Model and facilitate opportunities for the worshipping community to live missionally within our immediate area.
- Provide spiritual and pastoral care in keeping with Harderwyk Ministries' Pastoral Care Philosophy, which may include hospital visits, visiting shut-ins, counseling members, or other duties.
- Actively participate in, promote, and assist in leading the regular and ongoing ministries of Harderwyk, including Neighbors Plus.
- Act as liaison between the worshipping community (or communities) to which she/he is assigned and the greater Harderwyk community.
- With Council and the Harderwyk Ministries staff, lead, shape, nurture and communicate the unique, unfolding vision of Jesus' ministry at Harderwyk and its impact on our neighborhood and world.
- Coordinate ministry involvement for new, interested individuals and/or families, In conjunction with other pastors and staff.
- Serve as a member of the ministry leadership team
- Participate in and/or lead new ministries as per agreement between person holding this position and executive pastor of Harderwyk.
- Have a flexible, "can do" spirit to tackle responsibilities that are not part of this formal job description.

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Qualifications:

- A maturing faith and a servant-leader's heart.
- A collaborative approach to ministry that enables one to support and develop ministries among a variety of age groups with different interests.
- An appreciation for, and willingness to lead, multiple kinds of worship expressions.
- A coachable spirit and personality
- A dynamic and effective communicator who can disciple others, provide spiritual counsel and pastoral care.
- A Gospel-centered Reformed hermeneutic with an evangelistic and missional focus.
- A collaborative leadership style with a willingness to partner with the council, ministry leadership team and the executive pastor in casting, refining and pursuing Harderwyk's vision.
- Administrative and organizational skills.
- An Ordained Minister of the Word in the CRCNA or willing to seek ordination in the CRCNA; candidates from Reformed denominations which the CRCNA has fraternal relationships will be considered.

Accountability and Structure:

- A Harderwyk Ministries campus pastor is immediately accountable to the executive pastor and ultimately to Harderwyk's council.
- A campus pastor is expected to attend council meetings and serve as a liaison between the worshipping community to which she/he is assigned and council.
- A campus pastor supervises any staff assigned to the worshipping community for which he/she is responsible.
- An elder will be paired with each campus pastor for personal and professional care, prayer and support.

General Work Schedule and Number of Hours:

- A norm of around 45 hours a week is expected (some weeks more, some less)
- Typically, no more than two evenings of commitments are expected per week, and on occasion three evenings per week may be required.
- Typically preach a minimum of 44-46 Sundays a year.
- Participate in staff meetings, council meetings, and all campus wide Harderwyk events.
- One scheduled day off per week in addition to Saturday.
- Study Leave as described in the Harderwyk Personnel Manual.
- Vacation/personal time off as described in the Harderwyk Personnel Manual.
- Hold office hours at a minimum of 20 hours/week in order to promote a team atmosphere with Harderwyk's ministry team and provide an open door to congregants.

Harderwyk Ministries employees are expected to collaborate, work as a team, and assist each other in support of Harderwyk Ministries mission and values.

Campus Pastor Expectations @ Harderwyk Ministries

Introduction

The Harderwyk Ministries model employs three worshipping communities and thus has some unique strengths and challenges. The expectations described below are designed to facilitate a collaborative work environment.

Expectations

Harderwyk Ministries is one church with three unique worshipping communities. At times this model creates a dynamic tension between the needs of Harderwyk Ministries and the specific needs of a worshipping community. To foster unity across campus and develop discipleship and educational materials that complement the preaching, a common preaching schedule is employed. Towards this end, the campus pastors are expected to meet and develop the preaching schedule for the 1st Sunday following Easter through Labor Day weekend by the end of January each year, and the schedule for the 1st Sunday after Labor Day through Easter by the end of June. The schedule will include the text, a working title, and a two-to-three sentence abstract or two-to-three bullet points that identify the primary ideas that will be explored. (This working schedule is subject to modification based on conversations between the campus pastors and Children's Discipleship staff responsible for preparing materials.)

The Ministry Leadership Team will strategize each year on how to enhance the exposure of each campus pastor across campus.

Harderwyk campus pastors are expected to participate in Harderwyk-wide events, including community nights and special services.

Harderwyk campus pastors are expected to maintain a minimum of twenty (20) posted office hours each week, including Mondays and Wednesdays from 9:00 AM – noon.

Harderwyk campus pastors will normally meet on Monday morning at a time to be determined to debrief the previous Sunday morning worship services. This meeting is guided by these questions:

- How did you sense God working during the worship service(s)?
- What went well or surprised you during the worship service(s)?
- Were there any issues we need to be aware of? How should these issues be addressed? Who will follow-up?
- What are your plans for the week and how can we pray for each other? ○ Is there anything one of us can do to assist you this week?

Harderwyk campus pastors will submit weekly timesheets to the executive pastor each Tuesday for the previous week using an agreed upon form.

Harderwyk campus pastors are expected to provide a pastoral update to the council ministry packet once a month.