

MAPLE AVENUE MINISTRIES



A Union Church of the Reformed Church in America and the Christian Reformed Church
Prepared March 2022



Lead Pastor Job Description

SUMMARY

The Lead Pastor will be a spiritual leader centered in Christ, called to the core city, and committed to leading a multicultural community reconciled to Christ and to one another.

Essential Personal Qualities:

- Demonstrates an intimate and personal relationship to God
- Lives a life that demonstrates walking in line with the Spirit
- Expresses themselves with compassion, hold interpersonal relationships with diverse individuals across multiple generations
- Possesses technical and computer skills needed to accomplish the purpose of this position
- Exhibits administrative capacity to establish and manage appropriate budget areas
- Displays the ability to think strategically, problem solve creatively, communicate effectively, collaborate gracefully, and lead adaptively into the future of Maple Avenue Ministries

DUTIES AND RESPONSIBILITIES

Worship: Provides spiritual leadership to the congregation. *"To equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ."* (Ephesians 4:12-13)

- Delivers dynamic preaching of God's word and theologically astute messages that are relatable to the congregation on average 3 of 4 weeks of the month
- Encourages people to live out their faith in their daily lives
- Coordinates worship services with other worship leaders
- Develops and works with the action teams, which can include:
 - Prayer and Embracing
 - Worship
 - Youth
 - Together
 - Operations

Embracing: Serves and supports the preaching, teaching and witnessing of God's message with our neighbors-local and worldwide. *"First of all, then, I urge that supplications, prayers, intercessions, and thanksgivings be made for everyone, for kings and all who are in high positions, so that we may lead a quiet and peaceable life in all godliness and dignity. This is right and is acceptable in the sight of God our Savior, who desires everyone to be saved and to come to the knowledge of the truth."* (1 Timothy 2:1-4).

Personally demonstrates and engages the congregation to:

- Love and minister to people through a lens of cultural competency
- Model compassion, care, and sensitivity to others' needs
- Connect with and embraces the local community through relationships and programming
- Promote awareness and appropriate action of local, state, national and global needs and justice matters

Pastoral Care: Attends to the spiritual health of congregation and community members, offering support, prayer, and counsel. *"A second time he said to him, 'Simon son of John, do you love me?' He said to him, 'Yes, Lord; you know that I love you.' Jesus said to him, 'Tend my sheep!'"* (John 21:16).

- Connects with, establishes, and maintains meaningful relationships with volunteers, partners, congregation, and staff
- Equips the congregation to engage in conflict resolution and problem solving towards healing
- Supports individuals/groups through reconciliation with God, self, and others

Pastoral Care (cont.):

- Participates in congregational care with elders: calling and visiting members based on needs, limitations, and desires
- Administers rites and sacraments (i.e., communion, officiating weddings, funerals, baptisms, etc.)

Faith Formation: Leads the congregation in engaging together with the word of God towards a greater understanding of the gospel and God's kingdom. *"And this is my prayer, that your love may overflow more and more with knowledge and full insight... having produced the harvest of righteousness that comes through Jesus Christ for the glory and praise of God."* (Philippians 1:9-11).

- Committed to developing and sustaining biblical education and formation within the congregation. Some examples, but not limited to:
 - Small groups
 - Youth and children education
 - Bible study

Administration: Participates in, supports and leads the organizational ministry of Maple Avenue Ministries with intentionality and responsibility. *"To tend the flock of God that is in your charge, exercising the oversight, not under compulsion but willingly, as God would have you do it- not for sordid gain but eagerly. Do not lord it over those in your charge, but be examples to the flock."* (1 Peter 5:2-3).

- Works with the Council and staff to establish and promote strategic plans for the overall ministry while seeking God's calling and direction
- Implements and administers valuable programming in partnership with community organizations (for example: I AM Academy, Escape Ministries, Westcore Neighbors, etc.)
- Develops and encourages others to assume and carry out leadership abilities while holding each accountable for their responsibilities
- Identifies the spiritual gifts and talents within the congregation and creates avenues for their development and utilization
- Identifies and develops areas of funding for church programs and financial sustainability
- Participates in the development of the annual budget in collaboration with the Consistory, staff and congregation to fund the strategic plan
- Demonstrates financial responsibility and accountability in the operations of the church

Communication Skills: Grounded in scripture, effectively conveying ideas and facilitating mutual understanding. *“Let no evil talk come out of your mouths, but only what is useful for building up, as there is need, so that your words may give grace to those who hear.” Ephesians 4:29*

- Responds effectively and compassionately to inquiries, needs, and challenges
- Guides the congregation in conversations on complex topics
- Helps bridge issues of theological differences in a diverse congregation through a Reformed lens, recognizing a racially, ethnically, educationally, and socio-economically diversity
- Communicates in a manner that motivates staff, leaders and congregants to achieve visions, goals, and objectives
- Effectively engages with the RCA and CRC classes by keeping the congregation informed of denominational developments and representing Maple Avenue Ministries in denominational and civic matters

MUTUAL ACCOUNTABILITY

The Consistory and congregation shall build up the Lead Pastor by providing support, encouragement, and respectfully holding the individual accountable in areas relating to daily life and doctrine. *“Therefore, encourage one another and build each other up, as indeed you are doing.” 1 Thessalonians 5:11*

- The Lead Pastor reports to the Consistory.
- The congregation is committed to help build up the Lead Pastor, check on them, support them, hold them accountable to their pastoral convictions and call.
- The Lead Pastor will possess the ability to be self-accountable to their calling addition to congregational partnership.
- Ongoing assessment of the Lead Pastor, including annual reviews, to assure mutual accountability is present.
- Ongoing assessment of the leadership team, including annual reviews, to assure mutual accountability is present.

QUALIFICATIONS

- Seminary graduate, equivalent theological education, or commissioned pastor
- Working knowledge of, ability to integrate, and submission to theological and missional values of Maple Avenue Ministries, as a union church of the Reformed Church in America (RCA) and the Christian Reformed Church in North America (CRC)
- Ordained or qualified/eligible for ordination in the RCA or the CRC

Maple Avenue Ministries

Salary will be set according to denominational Classis/Synod guidelines based on length of time since ordination and experience. A typical compensation package also includes housing allowance, social security, insurance, continuing education allowance, 4 weeks of annual vacation, and provision for sabbatical.

MAPLE AVENUE MINISTRIES (MAM) is seeking a Christ-centered, Spirit-led pastor to provide visionary and spiritual leadership to a congregation located in the Core City of Holland, Michigan. Candidates must be dynamic and committed to preaching and leading worship for a diverse and multicultural congregation. Our goal is to reach God's people from all cultural and socioeconomic backgrounds. Other requirements include strong relationship and administrative skills. If the Lord is calling you to this challenge, please submit your resume and cover letter to MAMConsistory@gmail.com or Maple Avenue Ministries, 427 Maple Ave., Holland, MI 49423, Attn: Search Committee.