



4240 Anderson St.
Whitby, Ontario L1R 2W1
905-655-5020
www.hebronchurch.ca

Senior Pastor Job Description – October 2022

Position Title: Full Time Senior Pastor

Reports to: The Hebron Christian Reformed Church Council

Position Overview:

The Senior Pastor of Hebron CRC will work alongside the Hebron CRC council and provide spiritual leadership, strategic direction, and vision for the church to help the church fulfill our mission; *'to be passionate disciples of Jesus Christ making passionate disciples for Jesus.'*

The Senior Pastor works with volunteers and staff to implement programs and activities that further the church's vision. Ministries will include: Worship, Pastoral Care and Membership, Outreach, Adult and Youth Ministries, and support of fellowship with the Mandarin/Hebron community.

The Senior Pastor is accountable to the Council in doctrine, life and duties. Supervision and support by Council will include provision of Mentors, love, counsel, encouragement and assistance in the work of the Lord.

Specific Responsibilities:

- **Worship Ministry**
 - Provide spiritually challenging and Gospel focused preaching and coordinates Sunday morning worship schedules with the Worship Director.
 - Administers Sacraments faithfully.
- **Strategic Planning**
 - Develop strategic plans that are goal and objective focused in line with the Hebron CRC mission and vision.
 - Lead and implement the strategic plans within the time frame with support from Hebron CRC council.
- **Pastoral Care and Membership Ministry**
 - Provides assistance to volunteer pastoral care providers regarding care and membership needs including: seniors, singles, families, youth, and children.
 - Promotes caregiving, prayer ministry, and membership ministries consistent with the goals of Pastoral Care ministry
- **Outreach Ministry**
 - Promotes a vision for outreach and serves as a role model for witnessing for Jesus Christ.
 - Serves as a resource and provides assistance to our outreach volunteers for effective leading of the congregation in local and global outreach. Outreach includes attracting new members and defining the process to help new attendees become disciples.

- **Adult Ministry**
 - Provides direction and support to ministry groups to model love, learn, seek and serve.
 - The Senior Pastor will support and promote the small group and house church ministry model and serve as a resource to aid adult ministry volunteers.
- **Youth Ministry**
 - Promotes the spiritual development of our youth through educational and relational ministries that lead us to love, learn, seek, and serve.
 - Provides direction and support to the youth leadership and volunteers.
- **Mandarin Ministry**
 - Provides encouragement and support to the Mandarin Ministry to promote growth and spiritual maturity and fellowship.
- **Staff Leadership**
 - Coordinate and provide spiritual leadership and mentoring to staff.
Staff includes: Church Administrator, Children Ministry Leaders, Director of Worship and the Mandarin Pastor, Custodian.

Professional Qualifications:

- Seminary graduate (M-Div.) or equivalent theological education.
- Ordained and a participating member in good standing with their classis or governing ministerial body, meeting criteria to be ordained in the Christian Reformed Church.
- Commits to Reformed Theology.
- Served as a pastor with staff leadership experience (minimum for 3 years is preferred).
- Knowledge of church software programs including Planning Center, Right Now Media and the Church Center App is an asset.
- Proficiency with Social Media platforms.

Personal & Leadership Qualifications:

- Embodies God's love and compassion through interaction with all people.
- Mature Christian who demonstrates love for God and the Church.
- Possesses strong leadership skills as outlined in the Bible.
- Demonstrates a gift in building relationships and fostering a healthy community within the church.
- A willingness to continue building strong interpersonal relationships with the local community and our community partners.

Compensation:

- Compensation includes salary, paid vacation, retirement contributions, and housing allowance.
- Professional development allowance.

All these items follow the compensation recommendations of Classis Quinte and are adjusted based on the applicant's qualifications and experience.