

## Family in Christ Community Church Senior Pastor Job Description

The Senior Pastor provides vision, leadership, and inspiration as Family in Christ begins the next chapter of its journey toward changing the spiritual terrain of the larger community all around us. That vision becomes a reality as we fulfill our mission of discovering life with God together, for the good of the world.

The Senior Pastor oversees the spiritual health, development, and direction of Family in Christ with the advisory oversight of the men and women who make up the Elder Board. This will require the ability to align staff and key leadership teams toward our mission and includes engaging people in corporate worship, encouraging them to grow spiritually (individually and in Christian community), directing them toward serving opportunities, and challenging them to fulfill their God-given mission to make disciples.

### Our History:

Family in Christ Community Church is a 40 year old congregation located in Westminster, Colorado. Building its new facility in 2006, it has a history of being a warm and welcoming place where a people are challenged to live their lives on-mission “beyond the walls.” While affiliated with the Christian Reformed Denomination, we mirror our larger city, both demographically and denominationally, celebrating the strength and practices of many different denominational traditions. Fond of saying: “We major on the majors, and minor on the minors,” we hold a broadly Reformed view of world and life.

### Responsibilities:

#### 1. Strategic Leadership and Planning

- Clarify, and champion FIC’s mission, vision, and values.
- Develop catalyzing challenges/activities for the church that advance our mission, vision, and values.
- Provide leadership in vision casting and goal-setting with the Council and Staff.
- Oversee the development of the budget, reviewing payroll and major expenditures, and monthly reporting financial status to the Council.
- Partner with staff and non-staff leaders to ensure staffing, facilities, and programs are appropriately and effectively aligned to best meet strategic goals.
- Oversee the hiring, performance, and dismissal process for all staff in conjunction with the Elders.
- Provide vision and support to the Denominational liaison.
- Champion opportunities for continuing education/development for Staff and Council.
- Evaluate appropriate changes to organizational structure in conjunction with the Elders.

#### 2. Oversee the Worship Ministry:

- Deliver biblical, expositional, and impactful messages that are accessible to those new to faith, as well as insightful to those who have been life-long followers of Jesus.
- Partner with leadership teams and staff to plan and execute other creative elements that complement the teaching ministry
- Plan teaching series 3-4 months in advance so creative elements can be developed by teams and continually seek feedback, input, and direction from the Elder Team.
- Offer direction to staff and creative teams with packaging, and promoting message series.
- Oversee the monthly administration of the sacrament of communion.

### 3. Oversee the Spiritual Health and Growth of the Congregation

- Work with the Elders and staff to develop and implement systems for the pastoral care and spiritual growth of the congregation, including Worship Neighborhoods, Life Groups, and other Support Groups.
- Provide pastoral care, mentoring, and direction to the staff, deacons, and key leaders.
- Works with Pastor of Pastoral Care in the enfolding of new members.
- Offer support and encouragement to the Prayer Team Ministry

### 4. Model Biblical Priorities

- Reflect a growing, thriving relationship with God by practicing the spiritual disciplines.
- Demonstrate a healthy understanding of life and faith
- Set appropriate boundaries to protect character and integrity.
- Develop personal evangelism and discipleship opportunities beyond the wall of the facility.
- Value and practice life-long learning

### 5. Requirements

As a mid-sized church with many impactful ministries and a million dollar budget, FIC needs a Senior Leader with strong organizational leadership skills and exceptional preaching gifts, as well as a shepherd's heart for the people he leads. As a church rooted in the Reformed tradition, this individual will need to be ordained (or prepared for ordination) in the Christian Reformed Denomination to oversee the administration of the Sacraments.

- 5 years minimum in Senior Leadership of a church or in a ministry context.
- Master of Divinity degree required for denominational ordination.
- Proven effective communication skills, including past history of delivering Biblical, expositional, and impactful messages that are accessible to those new to faith and insight for life-long believers.
- Demonstrated strengths in organizational leadership, vision casting, and developing staff.
- Strong interpersonal skills with a heart for people.
- Committed to continued growth as a pastor and leader.