

EQUIPPING ADULTS PASTOR POSITION DESCRIPTION

1. **PURPOSE OF THE POSITION:** The purpose of the full-time Equipping Adults Pastor is to equip our congregation through discipleship, community/connecting, outreach, and mission in order to help people know Jesus and make Jesus known.
2. **GENERAL EXPECTATIONS**
 - A. Daily live a life that reflects your commitment to Jesus Christ.
 - B. Be actively involved in church.
 - C. Collaborate with staff and members in a positive, unifying manner.
 - D. Possess at least a Bachelor's degree in an appropriate field and have experience in leadership development in the Church. A Masters of Divinity and ordination in the RCA or CRC are preferred, but not required.
 - E. Serve Jesus and His Church by upholding the beliefs of the church, particularly the inerrancy of God's Word and the doctrinal standards of the Reformed Church in America.
3. **RESPONSIBILITIES:** The Alto Org Chart gives a good picture of the ministry responsibilities. Please note that some areas have strong leadership in place while others will require more time. Also note that we are in process of restructuring our committees/teams.
 - A. Lead the Equipping Adults Ministry Team
 - i. Discipleship ministries
 - a. Oversee small groups, adult Sunday school, men's ministry, & Golden Lifers.
 - b. Develop a leadership development process/path, likely using Faithwalking.
 - c. Develop a young adult ministry.
 - ii. Outreach ministries
 - a. Coordinate with the Equipping Children's Team, the Equipping Youth Team, and staff to recruit, train, and mobilize outreach events.
 - b. Develop new strategies to help the church reach out to neighbors.
 - c. Work with area churches to increase kingdom impact and build unity.
 - iii. Mission trips
 - a. Assist in coordinating and leading mission trips.
 - b. Facilitate spiritual growth before, during, and after trips.
 - B. Assist with the Care Ministry Team.
 - i. Develop an assimilation process.
 - ii. Assist other pastors, elders, and shepherds with pastoral care, including hospital visits, weddings, funerals, etc.
 - C. Participate on the Preaching and Service Design Team.
 - i. Meet regularly to plan teaching series and design services.
 - ii. Preach 12-16 times a year.
 - D. Participate in weekly staff meetings.
 - E. Willingness to assist in other ministry areas as needed and assigned by the lead pastor.
 - F. Support our consistory & staff in living out our mission, vision, and values.
 - G. Personal Growth.
 - i. Study Scripture for continued growth.
 - ii. Maintain a passionate prayer life.
 - iii. Read, study, and research new trends and ideas.
 - iv. Attend webinars, conferences, seminars, and/or workshops to further your skills, as desired and discussed with the lead pastor.
4. **SKILLS & QUALITIES**
 - A. Strong gifting in preaching, leadership and equipping.
 - B. Model an evangelistic heart for people.
 - C. High level of spiritual maturity.
 - D. Passion to reach those far from God.
 - E. Trustworthy and reliable.

- F. Servant-hearted, team player, desire to help others.
- G. Problem-solver (takes initiative in fixing and improving things).
- H. Teachable (seeks to learn and takes direction well).
- I. Delegator (equips and empowers volunteers).
- J. Flexible, patient, and kind.

5. ACCOUNTABILITY

- A. Reports to and is accountable to the Lead Pastor in carrying out job responsibilities.
- B. Will work closely with the lead pastor regarding the ministries of the church.
- C. Final authority rests with the consistory in all matters.
- D. Submit to an annual background check (for 4K purposes).

TERMS AND COMPENSATION

- Compensation includes salary, housing allowance, family medical insurance, retirement annuity contributions, relocation package, and Consistory approved study leave and ministry-related expenses.
- Salary & Benefits for an ordained individual will be based on the Regional Synod of Mid-America Compensation Guidelines. (see www.rsmam.org/wp-content/uploads/2017/08/RSMA-Compensation-Guidelines-2018.pdf).
- The consistory is responsible for the salary review and consideration.

