
Title of Job:	Lead Pastor - Christian Reformed Church of Kingston
Tenure:	Full Time (for an initial five-year contract)
Reports to:	CRCK Session

A. Summary of the broad purposes of the position

This role is that of the key pastor/leader at CRCK. It involves: spearheading the vision and mission of CRCK, in partnership with the broader staff team and lay leadership; leading a ministry team of staff and volunteers; taking the lead in preaching on Sundays; and maintaining a keen evangelistic edge in all that CRCK does. Critical to this role is a demonstrated commitment to making and growing disciples of Jesus.

B. CRCK Vision and Mission

At its broadest, CRCK's vision is to see 'everyone conformed to the likeness of Christ' (Ro 8:29).

More specifically, CRCK's vision is to become a large, regional church of mature disciples of Jesus, spread across multiple congregations, and served by a growing staff team.

Our mission - how we hope, under God, to see this vision accomplished - is to *make* and *grow* disciples of Jesus. In practice, this works itself out under five broad focus areas:

- **Make disciples**
 - Mission
 - Membership
- **Grow disciples**
 - Whole church discipleship
 - Small group discipleship
 - One to one discipleship

C. Our Convictions

Our beliefs are revealed in the Bible. They are summarised in the Confessions of the Christian Reformed Churches of Australia (<https://crca.org.au/about-the-crca/beliefs/129-beliefs-doctrinal-standards.html>) and the Creeds.

We are evangelical, desiring to maintain a Reformed and Protestant character in the expression of our beliefs.

D. What do we do

We hold gospel-centred gatherings: large, small and with individuals. We currently have approximately 300 people attending our Sunday gathering, and approximately 170 meeting in small groups throughout the week. We teach the Word, pray, share the gospel, encourage one another in living the faith, and provide pastoral care in order to equip people to make and grow disciples of Jesus. As part of the Christian Reformed Churches of Southern Tasmania (CRCST), we are also committed to planting churches.

E. Reporting / Working Relationships / Autonomy

This position will report to the CRCK Session (the team of elders elected by the congregation). The Lead Pastor will lead and have a close working relationship with the CRCK staff team. He will also work with all pastors within CRCST, as well as all other employees and volunteers in CRCST. The ministry team he will supervise currently consists of, in addition to himself, an Assistant Pastor (1.0 FTE), Youth Pastor (0.7 FTE), Women's Ministry Worker (0.5 FTE) and Children's and Families Worker (0.5 FTE).

F. Key Duties and Responsibilities

1. Preaching & Teaching

- a. Faithfully proclaim the gospel through preaching and teaching. This includes preaching regularly at church services.
- b. Oversee the development and delivery of the Sunday service preaching program.
- c. Co-ordinate the continuing development and ongoing review of a team of preachers.
- d. Commit to ongoing development through study, receiving feedback, and attending appropriate courses and conferences.
- e. Teach staff, key leaders and members in Christian ministry and theology, to grow them in maturity and service of God.

2. Leadership

- a. Expand the CRCK staff team by creating new pastoral positions as the need arises, as well as spearheading the recruitment of new Ministry Apprentices.
- b. Oversee, train and support those pastors, MTS Apprentices and Ministry Trainees once we have them.
- c. Assist in raising up new elders and other key lay leaders and providing for their oversight, training and support.
- d. Grow and develop new ministries in line with the vision for CRCK.

3. Ministry focus areas

In addition to the roles specific to the Lead Pastor, the Lead Pastor will also need to take responsibility for one or more of the five focus areas listed above, in partnership with a corresponding focus-area elder as well as the Session and staff team more generally. For example, it could be that, in addition to his more general leadership responsibilities listed here, the Lead Pastor will also take responsibility for our small groups ministry, or spearheading evangelism, or overseeing one to one discipleship and pastoral care. Which focus areas the Lead Pastor takes oversight of will be determined once the position is filled and with reference to his particular gifts and desires and the corresponding gifts and desires of the other staff members.

4. Multiplication of congregations

- a. CRCK is a church committed to multiplication of congregations, whether they be full-blown church-plants or new congregations within CRCK. As such, the Lead Pastor must take the lead in working to create such new congregations in consultation with the CRCK Session and congregation. Our immediate aim is to grow to a church of 500 committed members across multiple congregations within our existing site.

5. Gospel Partnership

- a. Foster gospel partnerships with both other CRCST churches and Christian ministries generally in Tasmania and, nationally, across the denomination.

6. Stewardship of Resources

- a. Set and manage the CRCK budget in consultation with the CRCK Session, staff team and Network Accounts Manager.
- b. Ensure resources are deployed appropriately and efficiently to facilitate effective gospel ministries.
- c. Be ultimately responsible for ensuring that CRCK complies with all safe ministry and work, health & safety requirements.
- d. Liaise and work with key stakeholders in the development of the CRCK property.

7. Other duties

- a. Any other duties as required from time to time.

PERSON SPECIFICATION

G. Competencies, Skills and Attributes

Essential Experience and Skills

- A minimum of a Bachelor of Theology.
- A proven track record in ministry.
- Demonstrated high quality preacher and teacher.
- Demonstrated experience in developing and growing new churches and/or ministries.
- Demonstrated experience in leading, managing and developing staff.
- Proven ability to lead, motivate, and direct volunteers to achieve desired outcomes.

Personal Skills and Attributes

- A commitment to ongoing growth as a disciple of Jesus.
- A character reflective of the qualities described in passages such as 1 Ti 3:1-7 and Titus 1:5-9.
- A demonstrated evangelical Christian commitment.
- Commitment to the Creeds and CRCA Confessions.
- Commitment to sound personal and professional ethics of confidentiality and discretion.
- Appropriate communication skills and ability to work effectively with a range of people.
- Ability to think strategically and to lead through change.
- Ability to work with a significant degree of autonomy while being accountable for actions and outcomes.
- Ability, and demonstrated experience, in working positively in a team environment.
- Ability to relate across a wide age demographic.
- A strong desire to train and empower others in ministry.
- Ability and willingness to learn.
- Ability to take initiative.

H. Special Conditions

The appointee will satisfy the following conditions:

- Understand and exercise the goals and values of CRCK.
- Actively set aside time for personal daily prayer and devotion.
- Actively live out faith in Jesus and grow in Christ-likeness.
- Be subject to satisfactory safer ministry screening.
- Be prepared to participate in an annual performance review by Session.
- Identify and attend relevant training conferences/seminars.
- Build and honour a 'respectful chain of command'.
- Follow Work Health & Safety policies and guidelines at all times.

I. How we behave

The CRCK staff team commits to these Christ-exalting core values:

- godliness
- faithfulness to the gospel
- disciple-making
- fruitful leadership
- being a team-player

Application Requirements

- Please provide contact details of three (3) referees, one of whom should be a personal referee.
- Please provide a comprehensive Resume.
- Please provide links to recent sermons, covering Old and New Testament books, thematic topics, and evangelistic sermons.