

## **Lead Pastor of Preaching and Worship Christ Memorial Church (CMC)**

*Rooted in Christ · Real in Relationships · Reaching Out to All in Jesus' Name*

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### **Position Overview**

Christ Memorial Church stands at a pivotal and hopeful moment in its life together. Following an extended season of discernment—naming areas for growth, listening to God and one another, and strengthening congregational health—CMC has emerged with renewed clarity and unity around its mission and values.

Guided by its mission and shaped by its core values of **Worshipping, Welcoming, Growing, Giving, Inviting, Uniting, and Caring**, CMC is establishing a **Pastoral Leadership and Shepherding Team** composed of three ordained Ministers of Word and Sacrament. This collaborative and mutually accountable team will serve the congregation under the leadership of the **Lead Pastor of Preaching and Worship**.

The Lead Pastor serves as the primary spiritual and strategic leader of CMC — not as a solo authority, but as a *first among equals* who holds the vision, shapes the culture, and facilitates the team that shepherds the congregation and advances its mission.

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### **The Pastoral Leadership and Shepherding Model**

The Reformed tradition reminds us that Ministers of Word and Sacrament are called to proclaim God's Word, celebrate the sacraments, and serve as pastors and teachers — sharing people's joys and sorrows, encouraging the faithful, recalling those who wander, and caring for the sick and dying.

Effective pastoral ministry at CMC requires three integrated forms of leadership:

1. **Strategic Leadership** — “big-picture” vision and directional clarity
2. **Relational Leadership** — pastoral presence, trust-building, and community formation
3. **Tactical Leadership** — operational effectiveness that enables mission without overwhelming pastors

These dimensions are distributed across a collaborative pastoral team supported by a strong Director of Operations and appropriate administrative staff. The Lead Pastor is responsible for cultivating unity, clarity, and alignment within this structure.

All three pastors will be installed Ministers of Word and Sacrament, members of the Full Consistory, and collaborative partners in equipping the saints for the work of ministry (Ephesians 4:12).

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### **Primary Responsibilities**

#### **1. Preaching and Worship Leadership (Rooted / Real)**

The Lead Pastor carries primary responsibility for the proclamation of the Word and the leadership of worship at CMC.

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- Serve as the primary preacher (35-38x/year), offering sermons that are biblically grounded, Christ-centered, theologically substantive, and practically applicable.
- Inspire transformation through preaching that engages both heart and mind and calls people to faithful action.
- Oversee the theological and spiritual integrity of worship services.
- Assist in celebrating the sacraments with reverence and pastoral sensitivity, fostering a meaningful and Christ-centered expression of the church's sacramental life.
- Provide clear pastoral guidance in shaping the worship life of the church by leading planning efforts and working collaboratively with worship staff and volunteers to create Christ-centered services that are thoughtful, creative, and actively engage the congregation in meaningful, spiritually formative worship.
- The Lead Pastor is the direct supervisor of the Worship Arts Director.

Preaching is both disciplined craft and Spirit-led calling. Quality preaching is essential not only for congregational formation but also for mission in the surrounding community.

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## **2. Strategic and Visionary Leadership**

- Hold overall accountability for CMC's strategic direction and ministry plans.
- Provide clear and grounded vision that builds upon CMC's existing identity.
- Lead long-range planning in collaboration with the pastoral team, Consistory, and staff.
- Serve as President of the Consistory.
- Serve as pastoral staff to the Lead Elders.
- Guide the congregation toward multiple entry points for community engagement and connection.

The Lead Pastor casts and carries a clear, grounded vision for CMC's future, aligning strategy, leadership, and governance to its identity while guiding the congregation into deeper connection and meaningful community engagement.

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## **3. Team Leadership and Culture Formation**

- Facilitate and lead the Pastoral Leadership and Shepherding Team.
- Cultivate a staff culture of collaboration, creativity, mutual respect, and mission focus.
- Ensure excellent staff care, encouragement, and accountability.
- Empower and equip staff and lay leaders rather than centralizing authority.
- Model distributed leadership and shared ownership of ministry.

This leader must function as an enabler and equipping shepherd — not as a CEO or command-and-control executive. The Lead Pastor's effectiveness will be measured not by

personal platform or individual accomplishment, but by the health of the whole: congregational vitality, staff unity, community trust, and faithful witness. The health of the team and congregation depends upon empowering leadership.

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#### **4. Relational and Pastoral Leadership (Real / Reaching)**

- Be visible, approachable, and personally engaged in congregational life.
- Build authentic relationships across generations and ministry contexts.
- Encourage the congregation in its efforts to “grow young,” giving special attention to the needs of young families, children, youth and young adults.
- Offer pastoral presence in times of celebration, crisis, grief, and transition.
- Serve as a credible bridge-builder between church and community.
- Model a welcoming posture toward neighbors of diverse backgrounds and life situations.

Pastoral presence is not ancillary to this role; it is central. The Lead Pastor must embody a shepherd-first mentality.

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#### **Desired Qualities and Competencies**

##### **1. Deep Faith, Grounding in Scripture, and a Life of Prayer**

The Lead Pastor demonstrates a mature and active faith, grounded in the regular study of Scripture and sustained by a consistent life of prayer. This spiritual foundation informs all aspects of ministry, including preaching, leadership, relationships, and decision-making. The Lead Pastor models spiritual authenticity, exhibits a clear dependence on God, and leads from a life shaped and guided by the Holy Spirit.

##### **2. Preaching and Teaching Excellence**

A compelling communicator who is intellectually rigorous, biblically faithful, and spiritually alive. Sermons should form disciples and inspire action.

##### **3. Warmth, Relational Presence, and Authenticity**

Approachable, accessible, and genuinely caring. In a culture marked by distrust of institutions and perceived religious hypocrisy, relational warmth is a missional necessity.

##### **4. Character and Integrity**

Visible alignment between private life and public ministry. Humility, consistency, and servant leadership are essential. The Lead Pastor’s character is itself a witness to Christ.

##### **5. Enabling and Empowering Leadership**

A leader who makes others better — delegating effectively, respecting expertise, and cultivating shared ownership of ministry across staff and congregation.

##### **6. Visionary Yet Community-Grounded**

Brings directional clarity without imposing personal agenda. Builds on CMC’s heritage while guiding it toward faithful innovation.

##### **7. Emotional Maturity and Resilience**

Demonstrates emotional intelligence, steadiness under pressure, and the ability to navigate conflict and complexity with patience and wisdom.

##### **8. Pastoral Compassion**

Embodies a shepherd's heart — present, empathetic, and attentive to the spiritual and emotional needs of the congregation.

### **9. Cultural Sensitivity and Welcoming Posture**

Models intentional hospitality toward a changing community, including multicultural households, single-parent families, and those navigating life transitions, consistent with CMC's Mission and Values.

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### **Accountability and Governance**

- Ordained Minister of Word and Sacrament (or eligible for ordination).
  - Submits to RCA governance, standards, and liturgy.
  - Member of the Consistory.
  - President of the Consistory.
  - Works in mutual accountability with fellow pastors and elders.
  - Partners closely with a Director of Operations to ensure tactical and administrative strength.
  - The Lead Pastor is accountable to the CMC Consistory through the Lead Elders.
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### **The Opportunity**

This is a leadership role designed for shared ministry. The Lead Pastor will guide a collaborative Pastoral Leadership and Shepherding Team structured to ensure that every dimension of CMC's mission is faithfully served:

- **Rooted in Christ**
- **Real in Relationships**
- **Reaching Out to All in Jesus' Name**

CMC seeks a Lead Pastor who can preach with conviction, shepherd with compassion, lead with humility, and collaborate with wisdom — honoring the church's heritage while guiding it confidently into its future.

The enduring charge remains:

*“Be attentive to yourself and to all the flock given to your care by the Holy Spirit. Love Christ: feed his lambs, tend his sheep. Be an example in speech, in conduct, in love, in faith, in purity... Guard what has been entrusted to you.”*

From the RCA Installation Liturgy—"Charge to the Pastor."