

Pastoral Leadership and Shepherding Team for Christ Memorial Church (CMC)

Rooted in Christ · Real in Relationships ·

Reaching Out to All in Jesus' Name

Introduction and Vision

Christ Memorial Church stands at a pivotal moment in its ministry. An extended season of naming areas of the life and ministry of the congregation that need to be addressed, changed, and improved has led to greater congregational health. Multiple sessions of listening to God and to one another has brought about greater clarity.

Now, guided by our mission and shaped by our core values of **Worshipping, Welcoming, Growing, Giving, Inviting, Uniting, and Caring**, CMC has an opportunity to establish pastoral leadership that is both faithful to its heritage and responsive to its future.

This proposal calls for a **Pastoral Leadership and Shepherding Team** — a collaborative, complementary, and mutually accountable team of three ordained Ministers of Word and Sacrament — led by a **Lead Pastor of Preaching and Worship**. The structure is designed to ensure that all three dimensions of CMC's mission are actively and excellently served.

Part One: The Pastoral Leadership and Shepherding Team

Guiding Principles

The RCA liturgy reminds us that Ministers of Word and Sacrament are called to proclaim God's Word, celebrate the holy sacraments, and serve as pastors and teachers — sharing people's joys and sorrows, encouraging the faithful, recalling those who fall away, and helping the sick and the dying.

Effective pastoral ministry at CMC requires three essential forms of leadership working in concert:

1. **Strategic Leadership** (big picture vision and directional clarity)
2. **Relational Leadership** (pastoral presence, shepherding, and community building) and

3. **Tactical Leadership** (operational effectiveness that enables mission without overwhelming the pastors).

These three forms must be distributed across a pastoral leadership team that is collaborative in spirit, clear in accountability, and unified in purpose.

The Three Pastoral Roles

All three members of the Pastoral Leadership and Shepherding Team will be called and installed as Ministers of Word and Sacrament at CMC. In accordance with the RCA *Book of Church Order* (BCO), all three are members of the CMC Consistory and attend its meetings. All three work collaboratively under the leadership of the Lead Pastor toward the shared goal of **equipping the saints for the work of ministry, for building up the body of Christ** (Ephesians 4:12).

The Role of the Lead Pastor

The Lead Pastor of Preaching and Worship is the primary leader of CMC's Pastoral Leadership and Shepherding Team and the congregation as a whole. This person is not a solo leader but a *first among equals* — responsible for holding the vision, modeling the culture, and facilitating the team that shepherds CMC's people and mission.

The Lead Pastor helps set the culture of the staff and congregation—one of collaboration, creativity, mutual respect, and mission focus—both through the Lead Pastor's leadership gifts and by modeling the way.

The Lead Pastor's effectiveness will be measured not by individual achievement, but by the health of the whole: the vitality of the congregation, the depth of community trust, the strength of the pastoral team, and the faithfulness of CMC's witness in its neighborhood and beyond.

Duties of the Three Pastors

1. Lead Pastor of Preaching and Worship (*Rooted / Real*)

The Lead Pastor carries primary responsibility for:

- Preaching and worship leadership/planning
- Overall accountability for strategic vision and plans
- Collaborative facilitation of the Pastoral Leadership and Shepherding Team
- Cultivating relationships and connections throughout the congregation and community

- Ensuring excellent staff care
- Serving as pastoral staff to the Lead Elders
- Serving as President of the Consistory.

2. Pastor of Formation and Outreach (*Rooted / Reaching*)

This pastor carries responsibility for:

- Christian teaching and instruction, spiritual formation, and discipleship
- Leading through teaching, mentoring, and coaching and developing these skills in others
- Vision for children's, youth, and college ministries (Growing Young)
- Vision for outreach ministry and missions
- Ongoing staff training and equipping
- Serving as pastoral staff to the Board of Deacons.

3. Pastor of Care and Connection (*Real / Reaching*)

This pastor carries responsibility for:

- Oversight of the Ministry of Care
- Supervising and leading the CMC Care Team
- Building transformational community life through small and large groups
- Mobilizing community outreach as an expression of care
- Employing member gifts in the Ministry of Hospitality
- Coordinating all aspects of membership (Baptism Class, New Members, ongoing care)
- Deepening connections and increasing member engagement
- Serving as pastoral staff to the Care and Connection Elders.

Supporting Structure

This Pastoral Leadership and Shepherding Team requires:

- A strong **Director of Operations** capable of serving as a tactical leader
- Properly apportioned administrative support
- Constant and effective internal communication.

The Lead Pastor is responsible for cultivating a team culture that is collaborative, creative, respectful, and mission-centered.

Summary: The Lead Pastor CMC Is Seeking

CMC is searching for a Lead Pastor who is a compelling preacher, a relational shepherd, a person of visible integrity, an empowering leader, a visionary collaborator, emotionally mature and resilient, culturally welcoming, and a credible bridge builder between congregation and community.

This person will not carry CMC's ministry alone. The Lead Pastor will lead a Pastoral Leadership and Shepherding Team designed to ensure that all of CMC's mission—*Rooted, Real, and Reaching*—is faithfully and excellently served.

The charge, in the words of the RCA liturgy, is the charge given to every Minister of Word and Sacrament:

"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. And when the chief shepherd appears, you will win the crown of glory that never fades."

Qualities Desired in a Lead Pastor

The following qualities emerged from careful listening to the congregation, consistory, and staff and from the MissionInsite community profile. They represent both strong areas of agreement and important areas requiring pastoral wisdom and balance.

This list of desired qualities has been further sharpened in light of the key role the Lead Pastor of Preaching and Worship will play in the proposed Pastoral Leadership and Shepherding Team structure.

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

The Lead Pastor must be a person of deep and evident faith — one whose life is anchored in the regular study of Scripture and sustained by a consistent and vibrant life of prayer. This is not merely a private discipline but a lived reality that shapes preaching, leadership, relationships, and decision-making. In a time when many are searching for spiritual authenticity, the congregation seeks a pastor whose dependence on God is visible, whose love for God's Word is contagious, and whose leadership flows from a life continually formed by the Holy Spirit.

2. Preaching and Teaching Excellence

The Lead Pastor must be a strong, substantive preacher — someone whose preaching is biblically grounded and Christ-centered, intellectually rigorous yet practically applicable, and inspiring enough to move people to action. The MissionInsite community profile identifies quality sermons as the second-highest draw to a church, second only to warm and friendly encounter. Preaching must be both a disciplined craft and a Spirit-led calling.

3. Warmth, Relational Presence, and Authenticity

The Lead Pastor must be approachable, visible, and accessible — someone who knows people personally and demonstrates genuine care. According to the MissionInsite study the community's greatest barrier to church participation is distrust rooted in perceived judgmentalism and hypocrisy. Relational warmth and authenticity are not soft skills here; they are essential mission capacities.

4. Character and Integrity

The Lead Pastor must demonstrate alignment between private life and public ministry, genuine humility, and servant leadership — visible consistency between what is proclaimed and how life is lived. In a neighborhood where the belief that Christians don't act like Jesus has grown by 30%, the Lead Pastor's character is itself a form of evangelism.

5. An Enabling and Empowering Leadership Style

CMC's Pastoral Leadership and Staff Team, CMC's staff, the congregation, and surrounding neighborhood all prioritize a pastor who delegates effectively, respects the expertise of others, empowers volunteers, and leads as an *Enabler and Equipper* rather than a CEO or commander. A command-and-control approach would be a liability with the staff and the congregation of Christ Memorial and the surrounding neighborhood. This Lead Pastor must be someone who makes others better and builds distributed ownership of ministry.

6. Visionary Yet Grounded in Community

The Lead Pastor must bring strategic clarity and directional vision while building on CMC's existing identity rather than imposing a new agenda and working *with* the community rather than *over* it. Leading the staff toward the creation of multiple entry points for community connection will be important. Vision without relational rootedness will not serve CMC well.

7. Emotional Maturity and the Ability to Navigate Complexity

The Lead Pastor must demonstrate emotional intelligence and resilience, the capacity to hold tension without collapsing or hardening, and patient wisdom in the face of conflict, change, and ambiguity. Social and political tension, rising distrust of institutions, financial anxiety, and family

stress are real features of the community CMC serves. This pastor must be steady enough to be a stabilizing presence amid all of it.

8. Pastoral Care and Compassionate Presence

The Lead Pastor must have a shepherd-first mentality — genuinely available to people in need, demonstrating empathetic presence, and understanding that pastoral presence is not ancillary to the role but central to it. The MissionInsite community profile rates Caregiving Worship as its highest worship priority. CMC's members want the same pastoral availability. This cannot be a pastor who is primarily a manager or a platform personality.

9. Cultural Sensitivity and a Welcoming Posture

The Lead Pastor must model and cultivate an intentional welcome for all people — including the growing multicultural presence in CMC's community (13% of households speak Spanish at home), rising numbers of single-parent households, and people navigating life transition — while honoring the traditions that give CMC its identity.