

Trinity's Mission

To partner with the Holy Spirit to help people connect with God, others, and God's work in the world.

About the Lead Pastor

Trinity's next lead pastor will steward his/her unique passions and gifts for the purpose of mobilizing God's people for faithful and fruitful mission. He/she will shepherd, lead, inspire, and equip the body of Christ to live and love like Jesus within and beyond the walls of our church.

The Lead Pastor will accomplish this purpose through four specific areas of responsibility: Visionary Leadership offered with a Servant's Heart; Word and Sacrament; Supervision, Mentoring and Coaching; and Missional Engagement.

The Lead Pastor's responsibilities include:

Visionary Leadership offered with a Servant's Heart

Our Lead Pastor will be a servant leader who inspires the vision, equips the congregation, and helps us keep our eyes fixed on Christ's mission in the world.

- Leads and facilitates the Leadership Team and Consistory.
- Works collaboratively with staff and nurtures a healthy team culture where Trinity's core values are embodied.
- Works with the leadership community (elders, deacons, staff, ministry teams, key volunteers) to foster vision, mission, core values, and strategic planning.
- Regularly communicates and articulates the vision, mission, and core values to the congregation.
- Leverages experiences to identify and develop emerging leaders.

Word and Sacrament

Our Lead Pastor will ensure that our life together is rooted in God's Word and in the joyful celebration of the Sacraments.

- Serves as the primary preacher and teacher on the Orange City campus, preaching messages that are biblically grounded, theologically robust, culturally relevant, and engage both the heart and mind.
- Creates the various sermon series (in collaboration with the worship staff) and coordinates the preaching schedule on both campuses.
- Serves with the elders in overseeing the celebration of the Lord's Supper and Baptism.
- Works with the worship staff in designing worship services that exalt the Triune God and inspire God's people to live as followers of Christ in the world.

Supervision, Mentoring, and Coaching

Our Lead Pastor will invest in creating a healthy staff culture that models spiritual and emotional maturity while providing support and accountability to all staff members and interns.

- Direct supervisor to the Director of Operations, Worship Director, Pastor of Spiritual Formation & Missions, Pastor of Youth & Congregational Care, and Hospers Campus Pastor.
- Provides coaching and mentoring to staff members and interns as needed.
- Works with the Director of Operations and Human Resource Team to ensure that all staff are supported well, held accountable, and provided opportunities for ongoing growth and professional development.

Missional Engagement

Our Lead Pastor will use his/her unique passions and gifts to impact the broader community and world for Christ.

- Community engagement: participates in community opportunities that further the cause of Christ and the mission of the church.
- Global mission: works with Pastor of Spiritual Formation and Missions to develop reciprocal missional relationships and leadership with our global partners. Is granted freedom to participate in strategic mission opportunities with the permission of the Leadership Team.

- Strategic leadership: participates on governing boards of church-supported organizations (NWC, Words of Hope, etc.) with the permission of the Leadership Team.

General Responsibilities

- Assists the Care Team with pastoral care as needed. Delegates ongoing care to elders and the Care Team.
- Provides counseling as requested and available. Makes referrals to professional counselors as appropriate.
- Performs weddings and funerals as requested and available.
- Participates faithfully in the governance structure of the RCA.

Relationships and Accountability

- Is accountable to the Consistory through the Leadership Team.
- Is accountable to the Board of Elders for life and doctrine.
- Works collaboratively with Director of Operations, Pastor of Spiritual Formation and Missions, Hospers Campus Pastor, and Pastor of Youth and Congregational Care.
- Provides oversight for church leadership staff, who are accountable to the Leadership Team.
- Receives annual appraisal from the Leadership Team.

Personal Growth

- Takes one week of continuing education each year.
- Plans personal renewal days throughout the year.
- Takes time to read, learn, and grow as a child of God and leader of God's church.
- Commits to taking personal vacation each year, scheduled with staffing needs in mind.

What you bring:

Personal Characteristics and Qualifications

- A vibrant relationship with Jesus Christ, love of the Gospel, and deeply missional spirit.
- A robustly reformed theology.
- The personal and organizational qualities and experience necessary to lead a growing church and staff team.
 - Clear communication skills
 - Experience in and commitment to emotionally healthy leadership
 - Relational ability, including humility and a team-oriented servant heart
 - Organizational skills
 - The ability to work as part of a collaborative team, delegating as appropriate to best utilize the gifts and skills of team members
 - Teaching and learning aptitude

Education and Experience

- Bachelor's degree and Master of Divinity degree.
- Ordination in the RCA or related denomination.

Benefits:

- Compensation - retirement, health insurance, life insurance, long-term disability insurance, housing allowance, salary
- Vacation
- Continuing Education
- Sabbatical - after 7 years; mutually discerned experience in support of ministry at Trinity