

## **Pastor of Faith Formation + Third Christian Reformed Church Kalamazoo**

*Updated 8.20.19; approved by Council 8.19.19*

### **Primary Task**

To equip, encourage, develop and grow a culture of discipleship and ongoing faith formation for all ages at Third Church through visionary leadership, teaching, curriculum development, coordinating ministry teams and volunteers, and providing strategic oversight for all faith formation ministries.

### **Training and Qualifications**

The candidate must possess a thorough knowledge of and have a commitment to the Reformed faith and its historic creeds; be committed to the *Mission, Vision* and *Values* of Third CRC and have experience with and appreciation for intergenerational faith formation. A seminary (MA/MDiv) or graduate study in education is preferred; open to both ordained or non-ordained persons. He or she must give evidence of a deep love for Christ and his people, a growing faith through the practice of spiritual disciplines, and possess an exemplary Christian character. The candidate must become a member of Third Church within the first year of service.

### **Desired Qualities and Abilities**

1. Servant Leader—proven leader able to communicate vision and translate broad ideas into actionable steps—developing, implementing and evaluating faith formation goals and strategies; effectively recruit, lead and delegate while building a strong team environment.
2. Shepherd—passionate about and gifted to nurture the faith of congregants, both young and old in the faith, and in a variety of contexts.
3. Teacher/Learner—gifted faith former characterized by a hunger to learn who can clearly and persuasively share God’s truth by speaking to individuals as well to groups of all sizes.
4. Theologically Grounded—able to articulate and live into a Gospel-centered, missional, reformational understanding of the church and its ministries.
5. Relational—possess excellent and winsome relational skills for personal connections with church members (from our littlest to our oldest) and for thriving as a team player with fellow ministry staff and volunteers.
6. Equipper—proven ability in developing vision and initiatives designed to utilize the giftedness of people; passion to train, motivate and mentor others.
7. Excellent Communicator—able to demonstrate both written and verbal communication skills.
8. Committed to Christian education—prays for, actively supports, and enrolls his/her eligible children in the Kalamazoo Christian Schools.
9. Administratively Competent—is organized, self-motivated and has excellent time management skills with proven ability to manage multiple projects and events.

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### **Primary Responsibilities**

1. Encourage and instill a vision of faith formation at Third shaped by the values of “I Belong”, “I Know and Understand”, “I Have Hope”, and “I am Called and Equipped” matrix developed by the Faith Formation Office of the CRC; collaborate with ministry staff and church leaders to incorporate these values across the spectrum of all of Third’s ministry.
2. Develop goals, outcomes, and milestones for faith formation for all ages that intentionally move people to the next steps of following Jesus. While some ministries may be age specific, seek to create an environment that is intrinsically intergenerational, supporting the church community in its entirety, ensuring that all age levels are invited and included in the life and work of Third Church.
3. Recruit and develop ministry leaders who are well-discipled and thus can disciple others (volunteers) well; equip, train, and empower ministry leaders—providing learning and growth opportunities; assist leaders in forming schedules, healthy communication patterns, and other administrative details.
4. Develop healthy habits and clear patterns of communication and engagement with congregants which supports and celebrates living out our faith in Christ.
5. Ensure that all teaching materials and programming are age-appropriate and compatible with Third’s *Mission, Vision, and Values*.
6. Provide leadership oversight for ministries designed for spiritual formation of youth—middle and high school ages.
7. Oversee the selection of, coordinate, lead, and supervise three age appropriate faith formation ministry teams (children, youth, and adult) to create and oversee a ministry calendar and plan for all faith formation activities. Also, regularly review and evaluate ministry events, frameworks, methods, curricula, etc.
8. Ensure adherence and compliance to Third’s Safe Church Policies and Procedures.

### **Secondary Responsibilities**

1. Assist with other pastoral duties where gifted and as requested by the Lead Pastor, i.e., preaching, leading in worship, visitation, funerals, etc.
2. Contribute your skills, gifts and passions to the mission of God at Third Church as you have time and opportunity.
3. Meet regularly with the Council as/when requested.

### **General**

1. Directly accountable to the Lead Pastor; meeting regularly for mentoring and oversight, and evaluation.
2. Participate in weekly staff meetings and specified committee meetings as requested by the Lead Pastor or Council.

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3. Be present at least 45 Sundays per year and delegate leadership in your absence; maintain a visible presence at other congregational events.
4. Work collaboratively with other ministry staff and Council to pursue the vision, mission and values of Third.
5. Sets vision, goals, and strategies for all ministry teams under her/his supervision.
6. Develop and oversee ministry budget.
7. Create promotional and informational materials for the faith formation ministries; work in collaboration with digital media and communication personnel to communicate content across all platforms.
8. Given an annual written evaluation by the Lead Pastor with a report and recommendations provided to the Personnel Committee of Council.

### **Compensation**

This is a full-time position with a salary and benefits commensurate with experience and education.

### **APPLICATION**

Submit your resume to Pastor Derek Zeyl at [derek@3rdcrc.org](mailto:derek@3rdcrc.org).