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**Our Faith**

...As followers of Jesus Christ, God calls us to Unity, Reconciliation, and Justice

- *Belhar Confession*

**Our Mission**

A congregation called to grow in faith; to pioneer; to be open; to lead in Christian action

- *Mission Statement*

**Our Themes**

Provide provisions for the journey; welcome all; connect with and witness to the community; engender deep engagement.

- *Discerning our Future, 2012*

**Touchstones for Our Work**

As a congregation guided by Micah 6:8 to *do justice, love kindness, and walk humbly with God*, we are committed to **Room for All, Racial Justice, Accessibility, and Caring for Creation.**

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***Hope Church RCA is seeking an ordained minister for our Senior Pastoral Team, joining Gordon Wiersma, who has served as a Hope Church Pastor since 1999.***

**HOPE CHURCH RCA  
Senior Pastoral Team  
Job Descriptions ~ August 2024**

To the glory of God and in service to the Church of Jesus Christ, the Senior Pastoral Team will provide leadership and nurture to the life of Hope Church RCA. The Pastors will work in partnership with the Consistory, with each other, the staff, and the congregation, in connection with and service to our community.

**Shared Administrative Responsibilities**

- Serve on Consistory and Executive Committee
- Pastor Gordon Wiersma serves as President of Consistory; Incoming Pastor serves as Minister Vice President of Consistory
- Convene Nominating Committee on alternate years
- Supervise staff and interns as agreed upon
- Support Board of Elders and Board of Deacons as agreed upon

**Shared Worship Responsibilities**

- Worship planning, leadership, and support for all worship services
- Shared preaching and worship leadership for 11 a.m. service

**Shared Pastoral Care Responsibilities**

- Care and visitation for the congregation
- Counseling and support for the congregation

**Shared Program Responsibilities**

- Coordinate with Assistant Pastor of Discipleship for Sunday morning youth classes
- Supervise and support Assistant Pastor of Discipleship for Youth Ministry

- Program support for seasonal series: Fall Study; Season of Reconciliation; Advent activities; Lent series

**Ministry & Committee Responsibilities**

The following shared and delegated responsibilities outline the intent for the pastoral team to balance the congregation's needs with the interests, gifts, and needs of the pastors. Each Pastor will not carry the full weight in each responsibility simultaneously, but discernment will match each pastor and each function, in each “season” of service. The understanding is that ministry responsibilities will be adjusted as the Spirit of God and the Hope Church Consistory leads.

***Shared Ministry/Committee Support***

- Worship
- Stewardship & Finance
- Personnel
- Discerning our Future

***Delegated Ministry/Committee Support***

- Justice & Reconciliation
- Communications
- Outreach & Hospitality
- Congregational Care & Health
- Accessibility
- Children’s
- Community
- Spiritual Formation
- Fellowship
- Art
- Adult Education
- Caring for Creation
- Building & Grounds
- Facility Strategy
- Sacristy
- Endowment

**Ecumenical & Community Responsibilities**

- Classis involvement
- Neighborhood and ecumenical church partners
- Civic and community partners engagement

**Personal Responsibilities**

- Commitment to faithful living and attention to self-care
- Seek spiritual, personal, and professional growth

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**Candidate Knowledge, Skills, Qualifications, Compensation**

**Knowledge & Skills**

- Proven ability to collaborate within a ministry context
- Skilled leader of liturgical worship
- Effective preaching skills

- Skilled at pastoral care
- Demonstrated evidence of linking social justice with the gospel
- Trained in or openness to anti-racism training
- Proven skills in biblical studies and interpretation from Reformed perspective

### **Qualifications**

- Master of Divinity degree from accredited theological seminary
- Ordained minister of Word and sacrament
- Commitment to the mission, values, and pioneering spirit of Hope Church
- Support for Hope Church's long tradition of diversity in the pastoral leadership team
- Ten years of parish ministry experience preferred
- Spanish language fluency beneficial

### **Compensation**

The compensation package will match or exceed minimums required by [Holland Classis RCA](#).

*Hope Church RCA does not discriminate on the basis of race, color, national origin, age, disability, or sex (including pregnancy, sexual orientation, and gender identity).*