Hope Presbyterian Church of Crozet
P.O. Box 638, Crozet, Virginia 22932
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To apply for this position, visit: https://hopecrozet.org/pages/lead-pastor-search

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Hope Presbyterian Lead Pastor Profile

Overview

The Lead Pastor will shepherd and lead the flock of Hope Presbyterian Church of Crozet (HPCC) in the love and grace of Jesus Christ. He will serve as a warm and approachable shepherd with a deep love for the flock, caring for the congregation through regular pastoral visitation, prayer, and biblical counsel. As a spiritual, visionary, and missional leader, he will faithfully promote our Confessional doctrinal integrity through Biblical, expository, Christ-centered preaching that points the church to the transforming power of the Gospel of Jesus Christ.

Personal Profile:

- Demonstrates pastoral maturity, experience, and emotional resilience appropriate to the role of Lead Pastor.
- Brings energy and enthusiasm and has the potential to lead the congregation through rebuilding and beyond.
- Has at least five years of experience as an Associate, RUF, or Lead Pastor.
- Willing to live in or near Crozet, Virginia, and understands the nature of the surrounding community. If married, the family should be supportive of living and ministering in our community.

Leadership Qualities:

- Strong preaching and teaching ability and commitment to expository Christ-centered preaching and teaching
- Wisely shepherds and demonstrates genuine care for his people
- Collaboratively focused leader who can work collegially with our church officers and be engaged with the congregation
- Balanced between being a strategic big thinker and attending to practical details, with a willingness and ability to delegate.
- Mature in Christ, beyond reproach, humble, approachable, and a good listener
- Demonstrates courage in leadership and conflict while pursuing peace, unity and reconciliation with humility and patience
- Able to equip and encourage the congregation in community outreach

Responsibilities:

1. **Corporate Worship Service**

- Fulfill primary preaching responsibilities (approximately 45 times per year) and regular administration of the Sacraments.
- Exhibit preaching and teaching ability that includes faithful biblical exegesis and memorable personal and corporate application of God's Word.
- Oversee and plan, in coordination with the Worship Team, the worship services, which reflect reverence and joy and give glory to God.

2. Vision

- Communicate the vision of the church to the congregation through sermons and ministry opportunities.
- In coordination with Session, plan and lead meetings to update the congregation and gain support for existing and new ministry endeavors. Regularly discuss the mission and vision of the church.
- Encourage evangelism and outreach as an expression of faithful discipleship.

3. Spiritual Growth and Accountability

- Be available to team leaders and Bible Study leaders and offer coaching.
- Coordinate with Session to establish a vision for discipleship and confirm that the ministries and programs of the church are supporting that vision.
- Encourage and provide opportunities for prayer, individually as well as corporately.
- With the Session, exercise loving congregational oversight, including correction and church discipline when needed, with the goal of restoration.

4. Teaching

- Take an active role in identifying and training staff, lay teachers, and ministry leads.
- Serve as a mentor and advisor to ministry teams, equipping and empowering leaders through ongoing pastoral guidance.
- In coordination with ruling elders, oversee new members' classes, as needed.
- Conduct periodic theological Q&A with the congregation.

5. Session

- A leadership style of co-laboring collegially and collaboratively with his fellow elders and other church leaders.
- Moderate Session meetings. Coordinate with Clerk-of-Session to set agendas and delegate tasks which the Session has agreed to undertake.
- Encourage and coach the Session in the spiritual oversight and shepherding of the church and its members.
- Participate in a formal annual review of Lead Pastor, officers, and staff performance for constructive evaluation, feedback, and coaching.

6. Shepherding

- Shepherd elders and their families.

- Shepherd the congregation through preaching and providing regular pastoral care (including visitation, counseling, and prayer) during times of crisis and rejoicing.

7. **Missions**

    - Personally model and routinely teach our congregation by example to be actively involved in community, regional, or global outreach and evangelism.

8. **Visitation**

    - Develop and implement with the Session an overall plan to visit church members, regular attenders, and visitors.
    - Ensure ministry to shut-ins either by personal visit or delegation to elders, ezers, or care team.
    - Conduct hospital calls as necessary.

9. **Supervision of Staff and Ministry Teams**

    - Provide guidance to the administrative team.
    - Lead regular discussions of how team ministries work and how they fulfill the mission and vision of HPCC. Provide oversight for ongoing ministries and new initiatives.
    - With the Session, ensure that staff are overseeing ministry leaders and volunteers, and support them in their roles as needed.

10. **Church Officers**

    - With the elders, oversee the training and mentoring of church officer candidates.
    - Organize and lead periodic officer retreats for study, nourishment, and fellowship.

Position Expectations and Benefits:

- Two days off weekly
- Four weeks of vacation annually
- Two weeks of study leave annually
- Three months sabbatical after seven years of service (or equivalent if not consecutive)
- Represent the church at the Presbytery and General Assembly of the PCA
- Attend at least one other conference per year that would assist in carrying out the duties of Lead Pastor (at Church expense).
- Must be in a mentorship/discipleship relationship with someone to receive encouragement, feeding, and accountability.

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