

Job Posting for NextGen Pastor Position at: New Hope Church

Greetings from New Hope Church, a part of the Reformed Church in America. We are a mid-sized congregation located in Fairview Park, OH, which is an “inner-ring” suburb of Cleveland. More than merely a “welcoming” church, we maintain an outward focus by serving our community and beyond in a variety of ways, building relationships based on His foundation as the binding principle of our fellowship and the best means to invite those outside into His Kingdom. We work cooperatively with other churches, the city, our schools and our local Young Life area, to further the Kingdom rather than simply add numbers here.

Job Title and Overview

We are seeking a full-time NextGen Pastor (or Pastor/Director of Next Generation Ministries) to take the lead role in casting and pursuing a vision for advancing the Kingdom and growing our outreach and in-house ministry, with an emphasis on children, students, young adults and young families. The NextGen pastor here will serve as our primary communicator of the Gospel, with great freedom to reshape and revision everything from worship to discipleship. Together, we hope to “grow younger,” working cooperatively with existing staff, volunteers, and volunteer teams towards a fruitful mission.

We are seeking a NextGen Pastor who is devoted to prayer as the genesis of vision, is strategically minded, and also skilled in recruiting volunteers and team development. Our organizational structure will allow our NextGen Pastor to focus on ministry as our existing staff & teams serve to address routine administration and building supervision.

Our Consistory, which is a rotating board comprised of Elders and Deacons selected by the congregation, serves in the role of governance to oversee all aspects of ministry. The NextGen Pastor will serve not so much *under*, but rather alongside this governing body and with their support.

The NextGen Pastor will be called upon to provide leadership in creating and pursuing new vision, working prayerfully alongside our part-time administrative pastor, office administrator, and volunteer staff & teams towards fulfilling our call to a fruitful future as the Body of Christ.

We understand and have experienced the reality that trying new things is always risky, and mistakes are often a possibility. In this, we also believe that what others say *will not work* is often the way *God does*, and that our mistakes teach us more than our successes. We’re looking for someone courageous enough to risk making mistakes, and allow prayer to turn these into greater blessings.

If you have a desire to answer Christ’s call to evangelistic mission, have a pastoral heart, and value relational ministry, with an emphasis on the relationships between kids, students, young adult and families, this may be the calling you seek.

Qualifications: (personally, spiritually, and educationally)

Below are the ideal qualifications we are looking for in a new lead pastor:

Biblical Standards: We are seeking a candidate who adheres to Scripture as the ultimate authority in all matters of faith and practice.

Personal Walk: We are seeking someone who has made Christ the center in all things and is reliant upon prayer for God's leading. This person will naturally pursue the personal study of Scripture, receiving its strength and guidance as a life long learner who models humility by relying on God's will and wisdom.

Moral Integrity: Any candidate must demonstrate high ethical standards based on Biblical principles in public and private conduct.

Education: We would suggest that candidates either have achieved or be pursuing a degree in Theology, Biblical Studies, or a related field applicable to youth ministries.

Ordination or licensing as a pastor: Any candidate, even if already ordained, must at some point satisfy the required standards of the Reformed Church in America. The Great Lakes City Classis will provide support in determining the compatibility of current licensure and steps needed to attain certification.

We are open to engaging with candidates who come with unique experience and background and now have a strong sense of calling and exhibit the potential for fruitful ministry. We also have means to assist a qualified candidate in achieving appropriate credentials as needed.

Preaching: We are seeking someone who can deliver Spirit-filled sermons that are relevant, engaging, and understandable, in alignment with our doctrinal beliefs. These can be found on our website as well as that of the RCA.

Interpersonal skills: We are seeking a candidate who can clearly communicate with our own multi-generational congregation, as well as relate to those outside in a compassionate and inviting way. Following the example of Jesus himself as a patient and empathetic listener is crucial in walking alongside those inside and outside our fellowship.

Experience: Ideally, proven experience in some form of youth or family ministry. The candidate should possess competency in relational ministry, leadership development, team building, and biblical teaching,

Responsibilities: This is a non-exhaustive list of the responsibilities and duties necessary to oversee or personally perform.

- Integrate NextGen ministry with overall congregational life. Take leadership in coordinating worship, working closely with the worship team, tech team, and elders.

- Be a champion of every age group, inspiring all to say “yes” to the vision for the next generations that are the future of our ministry. Be an adult presence that connects with children and families, modeling how Christ would have us live, helping them reach their potential in Him.
- Collaborate with consistory (church board), staff, and volunteer teams to shape a vision of internal and external ministry towards growing the Kingdom in our spheres of influence.
- Planning, participating in, and equipping others to create programs and opportunities for fellowship, discipleship, and dealing with life issues by faith, with an emphasis on our kids and younger families.
- Partner with parents in creating a loving network of caring adults growing in faith, wisdom, and friendship to support and guide them in the difficult job of parenting.
- Plan and participate in creating small group opportunities that attract and spiritually feed kids and families, providing attractive means to draw them into a life in Christ.

Compensation and Benefits

The RCA annually sets minimum guidelines for salary and benefits for all pastoral employees, based on tenure and cost of living. These are comparable with other mainline denominations and include provisions for medical, life & disability insurance, manse allowance, and retirement contributions.

Application Process

If you feel called to look further into becoming part of our Missional Community, we invite you to apply and perhaps join us in fulfilling our call together.

To apply for the position of NextGen Pastor at New Hope, please submit your resume, a cover letter, at least 3 references and any additional relevant documents to mail@newhoperca.com. Candidates will be contacted for an initial interview, followed by a more in-depth assessment.

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The next page contains a snapshot of our beliefs.

What We Believe

We believe in the one true Creator God who has expressed Himself to us as Father, Son, and Holy Spirit. As the author of life, He has made Himself known to us through His Son, Jesus Christ, who invites us into relationship with Himself as Savior and Lord. His ever present Holy Spirit is our source of power and comfort who desires to dwell in the hearts of all believers. It is our faith in Jesus Christ alone that provides the grace by which all may be saved.

We also hold that the Bible is the inspired Word of God and the final authority in all matters of faith and practice, and has instructed us to share the Good News, which is the Gospel of Jesus Christ, with all people.

We at New Hope are rooted in the Reformed theological tradition. Our denomination is the Reformed Church in America (RCA). Visit the rca.org website to see the creeds and confessions that have shaped us and summarize the core of our spiritual beliefs.

Our Worship:

Our worship here is Christ-centered and not at all rigid, relying on His grace and His presence. Worship is that one thing we can bring to God that He does not already have. In this, what we truly “get out of worship” is actually the opportunity to love Him back for the way He loves us. The music, prayer, and messages are all a means to bring us closer to Him and build us up as His Body.

Our Mission:

As followers of Jesus Christ, we are committed to living out His Great Command to love God and to love others as he does, and the Great Commission to make Him known to a hurting world as we teach and encourage others to follow with us. To do this, we attempt to take the focus off of ourselves, and turn it outward to serve our community and the world beyond, making Christ known to all peoples and to every generation.