



REFORMATION COVENANT CHURCH

*Loving the Triune God, Loving our Neighbors,
Transforming the Fallen World*

Reformation Covenant Church, in Oregon City, OR, is seeking to add an additional pastor to serve alongside our current pastors. RCC is Trinitarian, Reformed, and Evangelical and is a member of the Communion of Reformed Evangelical Churches.

RCC is a rapidly growing, multi-generational church of 300-350. We are in the process of commissioning our associate pastor to plant a daughter church, so we are needing to add another qualified man to our pastoral staff.

This year, RCC will celebrate her 40th anniversary, and while we have a long history of faithfulness, we also have many families new to the faith. As such, discipleship and pastoral counseling are our greatest areas of need.

Our current staff consists of our head pastor, an associate pastor, an assistant pastor, two church administrators, and a part-time Christian education coordinator.

Duties for this position will be shared based on the gifts of the pastors and the needs of the church but will build upon the job description outlined below.

We encourage interested nominees to visit <https://www.reformationcovenant.org/> where they will find useful information about our [doctrine and practice](#).

Applicants should send a cover letter, summary of relevant experience, link to sample sermons (if available) online, and at least three reference contacts to elders@reformationcovenant.org.



RCC

Job Description

1. Position Summary

As a member of the pastoral staff, he will help lead, develop, and oversee ministries that help facilitate the mutual edification of the church and her members. This will include overseeing the growth and development of community groups and CG leaders, the design, implementation, and facilitation of our one-another ministries, and helping ensure that visitors and new members are integrated into the community life of RCC.

This position would be ideal for an older, experienced pastor looking to wind down and serve as a mentor or a younger man who prefers discipleship/counseling over preaching weekly.

2. Position Requirements

- Education
 - Master of Divinity degree (or equivalent experience) preferred,
 - Ordained or ordain-able in the CREC, and
 - Certified or willing to become certified with the Association of Certified Biblical Counselors
- Leading/Teaching
 - Organizational and management skills to oversee various ministries,
 - Effective in leadership, administration, and teaching
 - Relational, approachable, and connects well with people
- Basic Administrative and Management skills
 - Self-starter,
 - Able to solve complex problems with systems and people,
 - sets goals and priorities in line with the vision of the session and head pastor, and
 - the proven ability to excel and maintain personal accountability
- Counseling
 - Experienced and effective in individual, pre-marriage, marriage, and group counseling, and
 - thoroughly committed to biblical counseling as his methodology
- Leadership development
 - Proven ability to recruit, equip, and facilitate lay counselors/leaders

3. Major Responsibilities

- Overseeing Community Group Ministry
 - Oversee all CGs and CG leaders
 - Responsible for the ongoing recruitment and training of CG leaders
 - Responsible for overseeing the general spiritual health of the CG's in the church
 - Ensure visitors and new members get plugged into a CG
 - Lead a CG



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- Age-specific Discipleship
 - Help develop and facilitate college and career aged engagement (18-30)
 - Lead annual Gloria Sancta Retreat for single adults (18-30)
 - Oversee Young Adult Bible Study (12-18)
 - Oversee Future Men and Future Women Groups (12-18)
 - Oversee Children's SS and help develop RCC's Curriculum (3-18)
- Gender-specific Discipleship
 - Help oversee Men's and Women's Ministries (Bible/book studies, annual conferences, and quarterly breakfasts)
 - Help develop and facilitate gender specific one-another ministry spanning all ages
- Recruit, Train, and Empower lay-leaders/counselors
 - Serve as initial point of contact for all ministry leaders
 - Help RCC develop and implement a lay-leader strategy
 - Regularly check-in and communicate w/various leaders
 - Organize and oversee any necessary leader training
 - Oversee the church ministry calendar planning
 - Ensure the engagement and encouragement of leaders
- New Member Integration
 - Train greeters, church members on visitor hospitality
 - Follow up with visitors
 - Track visitor to new member process
 - Ensure membership transfer process is done in good order
 - Oversee new member covenant ceremony
 - Ensure new members get plugged in to the community life of the church
- Counseling Ministry
 - Along with the session of RCC, set the vision and direction of the Counseling Ministry,
 - Recruit & facilitate volunteers,
 - Stay connected to accreditation organizations and represent our counseling ministry with these organizations, as needed
 - Potentially help start a residential biblical counseling program/house

4. **General Pastoral**

- He participates in the session's pastoral visitation ministry.
- He encourages a gospel-centered approach to every area of life in his family and his interactions with others.
- He meets regularly with officers, staff, and members of the church for shepherding, discipleship, and fellowship.
- He pursues professional development regularly.



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5. Other Possible Duties

- He shall participate in personal counseling as needed and as determined by the session.
- He may be included in the rotation for preaching, teaching, and administering the sacraments, depending on the applicant and/or the needs of the church.
- The ideal candidate should be willing to serve and/or teach at [Paideia Classical Christian School](#).

6. Staff and Session Relationships

- He should meet the biblical requirements for an elder/overseer as laid out in Titus, 1 Tim 3, and 1 Peter 5.
- He promotes a team-based ministry model that is session led and lay person implemented.
- He collaborates with the session and deacons to prioritize resources toward RCC's mission and vision, particularly as it pertains to the counseling ministry.
- He participates in the vision planning process with the officers.

7. Reporting and Compensation

- He reports directly to the session.
- He will have an annual job review by the Session.
- He will take a mandatory annual vacation.
- Compensation will be commensurate with experience. (We want to provide a liveable wage so that the man's wife wouldn't have to work. If he's ordained, compensation would be more; if he's in ordination-prep, less. If he's got years of ministry experience, more; if he doesn't, less.)