

**ST. THOMAS REFORMED CHURCH**  
**St. Thomas, U.S. Virgin Islands**  
**Senior Pastor Job Description**

**WHO WE ARE**

The members of the St. Thomas Reformed Church ("STRC") aspire to be an intergenerational family of believers who seek to know and do God's will and seek to deepen their faith in Jesus Christ and their understanding of God's Word through worship, study and prayer. STRC is a place where all members are valued, have a role in the church and are encouraged to use their gifts and talents to the glory of God. We come together to praise and worship God, fellowship with each other and grow in our faith. From here we go out to serve God, each other and our community.

**OVERVIEW**

The Senior Pastor of STRC shall lead the church in faith formation and spreading the gospel. Sermons should be engaging and practical, speaking from personal experience and knowledge to our lives. We desire a Senior Pastor who is a servant leader and a team builder able to motivate and work with staff, Consistory, members and adherents to grow in faith, build a sense of family and reach out to our island community. The Senior Pastor will help us welcome and enfold seekers and assimilate new members into the congregation with a focus on youth and young families. This leader will be forward looking helping to define our mission and where God is leading us.

**RESPONSIBILITIES**

**Preaching/Teaching/Worship**

- Provide dynamic and applicable preaching of God's word on Sunday mornings and special services (Holy Week, Easter Sunrise, Thanksgiving, Christmas).
- Work with the Minister of Music and Arts and the STRC Worship Committee to plan cohesive worship services which include music, liturgy, Bible reading and prayer.
- Responsible for prayer, preaching, administration of the sacraments and benediction during the church service.
- Lead and promote spiritual formation within STRC.

**Pastoral Care**

- Partnering with elders, deacons and other members to provide pastoral care for the sick, elderly and suffering.
- Offer prayer and counseling to those facing crises or difficult circumstances.
- Be available and accessible to members of the STRC congregation through the use of regular office hours, appointments and visitation with an openness to and concern for differing views.
- Conduct baptisms, weddings and funerals and provide related pastoral care including premarital counseling.

**Administration and Leadership**

- Articulate and promote the vision and mission of STRC to the congregation and community.
- Attend and report at meetings of Consistory and elders.

- Lead the STRC executive committee, staff, and volunteers involved in the general administrative and financial oversight of the church and hold staff meetings on a regular basis.
- Provide general oversight to ministry teams, STRC committees and entities including the STRC Endowment Board of Trustees.
- Help build community within STRC.
- Disciple, invest in and train elders, deacons and other lay leaders in the church.
- Promote inclusive, participatory, and intergenerational ministries encouraging members to use their gifts to serve STRC and help others grow in faith.
- Support Christian education for both youth and adults.

### **Outreach**

- Carry out the mission and vision of STRC by reaching out to our island community with the love of Christ.
- Support the care ministries that STRC offers and the outreach activities of the church with an awareness of and openness to Virgin Islands culture.
- Provide prayer and encouragement to the missionaries we support both locally and throughout the world.

### **Denominational/Classical Responsibilities**

- Represent the church at denominational meetings, Classis of New York, and meetings of local clergy.
- Perform the duties of Classical and Synodical functions to which the Senior Pastor may be appointed, subject to Consistory approval.

### **ORGANIZATIONAL STRUCTURE**

- The Senior Pastor is accountable to the elders in doctrine, life and pastoral duties and is required to submit reports regularly.
- Consistory will provide an annual performance evaluation.
- Members of staff report to the Senior Pastor.

### **QUALIFICATIONS**

- Master of Divinity based in reformed Christian theology.
- Ordained in the Reformed Church in America ("RCA") or ordination recognized by the RCA.
- In agreement with RCA standards and confessions and become an active committed member of the RCA New York Classis.
- Pastoral ministry experience (5+ years) in a Reformed church.
- Demonstrates love for God, the church, and is a person of prayer.
- Committed to ongoing personal, spiritual and professional growth.
- Strong interpersonal skills and ability to relate to people of all ages and backgrounds.
- Dynamic preaching which is biblical, clear and relevant to both believers and non-believers.

- Visionary leader who can work with Consistory, staff and congregation to define and implement the vision for the STRC.
- Pastoral heart willing and able to come alongside to comfort and counsel hurting, confused and broken people.
- Ability to interact with people outside the church and to be passionate as to the mission, vision, and values of STRC.