

SENIOR PASTOR

Clear River Community Church

Position Description

Overview

Clear River Community Church is seeking a full-time Senior Pastor responsible for leading the congregation in accomplishment of its mission, vision, and values. The Senior Pastor is primarily responsible for preaching and teaching, pastoral care, leadership development, staff management, and administrative oversight. The Senior Pastor should foster and develop a culture of Spirit-filled worship, spiritual growth, evangelization, and service, ensuring that all church ministries align with biblical principles and organizational goals. The ideal candidate will have a deep love for Jesus with a corresponding tenderness and care for God's flock, a strong biblical and theological foundation, a heartfelt compassion for the lost and the rising generations, openness to the gifts of the Spirit, and a Reformed understanding of the presence of Christ in weekly communion.

CRCC is a warm, multi-generational congregation of about 125 believers in Manassas, Virginia, joyfully centered on Jesus and deeply committed to loving one another well. The Senior Pastor is supported by a dedicated and devoted group of elders, staff, and ministry leaders who work together to make Jesus known to each other and to our community. Our church blends historic Christian faith with Spirit-dependent worship, gathering each Sunday to proclaim Scripture, pray, and meet Christ at His Table. Located just outside Washington, D.C., we enjoy the unique mix of suburban life, rich history, and natural beauty—minutes from Old Town Manassas, the Bull Run Battlefield, and the foothills of the Blue Ridge Mountains. Clear River is a community that welcomes newcomers with genuine hospitality, values both theological depth and spiritual vitality, and is eager to follow a pastor who will help us say an ever-deeper “yes” to the love of Christ.

Key Responsibilities

Disciple-making:

- Serve as the primary preacher and teacher, delivering biblically-based sermons that are doctrinally sound, sensitive to the needs and concerns of the flock, and relevant to contemporary life
- With the Director of Worship, ensure that the planning and execution of worship services are theologically rich and sound, ensuring that services

- integrate God's Word, welcome and invite His Holy Spirit, and receive and celebrate the sacrament of Holy Communion
- Cultivate a heart of worship in God's people marked by expectancy, reverence, and joy in the presence of God
 - Disciple and mentor both new and existing lay leaders toward full maturity in Christ and greater service within the Body of Christ
 - Foster a culture of prayer and discipleship, encouraging the congregation to grow in their faith and to live out their calling as followers of Christ
 - Participate in and develop leaders for Bible studies, discipleship programs, and other educational initiatives for all age groups
 - With the Director of Children's Ministry (Sunday morning) and Youth (Fridays), help oversee and cultivate a love for Jesus in our young people
 - Facilitate and encourage spiritual growth and discipleship through the development and implementation of small groups and authentic personal connections
 - Promote and advance the value of church membership where one is taught the importance of spiritual protection and covering, the joy and growth in serving within the church and in the community, the value of faithfulness, commitment, and forgiveness, and the rewards of persisting through trial and difficulty with the love and support of others
 - Nurture a heart for the lost and unchurched, equipping the congregation with knowledge and tools to be able to joyfully and confidently evangelize within both group and one-on-one settings

Pastoral Care:

- Provide and develop in others consistent spiritual counsel, prayer, and support to individuals and families within the congregation
- Provide and develop in others visitation of the sick in hospitals, homes, and care facilities as needed
- Provide and develop in others prompt and on-going prayer support, counseling, and/or pastoral check-ins and follow-up with those experiencing crisis or difficulty
- Officiate weddings, funerals, baptisms, and other significant life events

Leadership and Vision:

- Oversee and develop current and future Clear River ministries, ensuring alignment with its mission and vision
- Collaborate with church leadership (DTeam, Elders, Staff) to set and accomplish strategic direction and goals, including a quarterly or annual preaching plan

- Mentor church staff and lay leaders, providing training and development to equip them for their respective ministry roles, including preaching and teaching
- Encourage, participate in, and facilitate congregational involvement in church activities, outreach, and missions
- Lead the church in outreach and mission both locally and globally

Administration and Oversight:

- Oversee the daily operations of the church, working with and utilizing the Financial Team expertise in budget management and resource allocation
- Ensure compliance with church policies, procedures, and legal requirements
- Represent the church in community and Messenger Fellowship (see Accountability and Covering below) affairs

Community Engagement:

- Build relationships with local organizations, ministries, and community leaders
- Promote outreach initiatives that meet the needs of local neighborhoods, and the broader community to advance the church's mission

Qualifications

- Bachelor's degree in theology, biblical studies, or a related field from an accredited institution (**Required**)
- A Master of Divinity (M.Div) degree or equivalent from an accredited seminary (**Desired**)
- 7-10 years of church staff or leadership experience, with at least 3-5 years in a senior leadership role, e.g., senior, associate, youth, or worship pastor
- Proven ability to deliver sermons in a compelling and engaging manner
- Strong leadership and administrative skills, with experience in working with staff or volunteers and budget
- An ability to juggle multiple priorities and work effectively under pressure
- A demonstrated commitment to pastoral care, discipleship, and evangelism
- Excellent interpersonal and communication skills, with the ability to connect with people from all walks of life
- Ordination (**Desired**) and good standing within applicant's church denomination (if applicable)
- Willingness to sign and agree with Clear River's Statement of Faith
- Willingness to submit to criminal background, credit checks, and media checks

Accountability & Covering

The Senior Pastor is accountable to the church's governing board (aka "Design Team").

NOTE: Currently, Senior Pastor is also accountable to [Messenger Fellowship](#) out of Nashville, TN. Existing Messenger or new oversight / covering arrangements will need to be discussed and settled prior to any job offering.

Compensation and Benefits

Compensation is commensurate with experience and education and includes competitive salary, housing allowance, healthcare (to include dental / vision) benefits, retirement plan, local travel allowance, and paid time off (PTO). Details to be discussed during candidate interviews.

Status: Full-time

Application Process

Interested candidates should submit the following to crccpastoralsearchteam@gmail.com. ***Please DO NOT use the "Apply" button on the job posting website.***

1. A cover letter expressing your interest in the position
2. An acknowledgement in your cover letter that you have read all material posted to clearriver.org/pastoral-search and see no impediments that would preclude your further consideration.
3. Your current resume
4. A link(s) to videos of sermons or teaching

If your initial application is viewed favorably, and if you have satisfied all the application requirements, you can expect search team follow-up requesting the following:

1. Personally written answers (no AI support) to application questions posted below.
2. Social media usernames, blogs, Youtube channels, Instagram, Facebook
3. Letters of recommendation and contact information (for followup) from 3-5 professional references including a supervisor or oversight, a peer, and a respected congregational member

A select few may be invited for interviews, preaching demos, and further evaluation.

If you have any questions, or reservations about applying, please do not hesitate to submit them to crccpastoralsearchteam@gmail.com. We are open to working through many issues applicants might deem as impediments.

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Questions to be Answered when/if Requested

If requested by Search Team, please provide written answers and limit your response to the number of pages indicated, using double space, Times New Roman 12 pt font with standard letter spacing and 1-inch margins on standard 8.5"x11" document.

1. Tell us about your call to pastoral ministry, and why you are leaving your current ministry position? (1-2 pages)
2. What attracted you to Clear River specifically? What do you find most compelling? (1-2 pages)
3. What concerns would you have as Senior Pastor based on the Position Description, Statement of Faith, and Transition Plan, to include the 1-year cross over with our current pastor? (2-3 pages)