

Lead Minister Position Description

Talmadge Hill Community Church (THCC)



The mission of Talmadge Hill Community Church is "To Know the Love of God and Share It." THCC is calling a Lead Minister for our church community in Darien, CT. We are at an inflection point in the life of our church, moving from a Co-Minister model with deep gratitude for all that has brought us to today. And now, we see how our community will benefit from the energy, vision, and creativity of a full-time minister devoted to the growth and development of our church.

The person we call will be:

- An ordained, authorized minister with full standing in a mainline Christian denomination.
- A spiritually and emotionally mature individual who is experienced in the role of minister in a congregational setting.
- Located within the geographic reach of THCC, or willing and able to relocate.

The ideal minister is someone who:

- Brings a vision and energy to a church that is receptive and engaged
- Delivers sermons that inspire, teach, challenge, evoke feelings and memories. Preaching styles that work especially well here are personal, vulnerable, inclusive, warm, poetic, and creative
- Has the ability to identify (often spontaneously) the threads of our faith in prayer and worship
- Has an expansive and progressive view of faith
- Will take ownership over the church and its activities, both metaphorically and physically
- Has an easy way with people and a heart that connects with pastoral care
- Is good at listening and adept at navigating various personalities
- Deeply cares about music and how it complements the sermon and can be a form of ministry

Roles and Responsibilities

This full-time role encompasses the duties specified below.

Leadership

- Communicate the mission, identity, and vision of THCC and develop strategies for the church to live into that vision in accordance with its values
- Provide proactive vision and leadership in interpreting and sharing the good news of the Gospel

- Work with the Unified Board to develop, articulate, and implement a strategic long-term vision and plan for the church
- Maintain and grow church membership by inviting and welcoming church visitors and new members, engaging young families, and maintaining outreach to the broader community and mission partners
- Challenge and lead the church's interaction with our world with a commitment to justice, healing, and social transformation so we may be responsive to the needs of our community, our country, and beyond

Spiritual Formation and Education

- Oversee and support the church's Sunday School in partnership with the Sunday School teacher
- Revitalize and expand youth educational programming
- Provide vision, initiative-taking leadership and programming for faith formation and spiritual development for congregants of all ages in small group settings. Nurture and support existing small groups. Where needed, cultivate new groups and recruit and train small group leaders
- Cultivate adult spiritual formation by identifying members' spiritual gifts and developing these through new and existing adult programs (*e.g., weekly Bible study groups; book study/issue-based groups; church-sponsored retreats*)
- Work to further the development of flourishing and sustainable Men's and Women's Ministries within the church community

Worship Life

- Lead worship, coordinating and actively collaborating with the Director of Music to maintain the rich and holistic worship experience that is a hallmark of THCC
- Provide inspiring preaching, prayers, and liturgical contributions
- Identify and implement ways to actively engage church members in the worship service
- Officiate at baptisms, weddings, and funerals

Pastoral Care

- Be alert to, available for, and provide in a timely manner, compassionate pastoral care and counseling to individuals and families in times of need, including visiting the sick and homebound
- Understand pastoral care as a proactive commitment to our congregation. Reach out to our community on a scheduled basis
- Aligned with spiritual formation, cultivate processes and skills for the congregation to provide pastoral care to one another

Community Engagement

- Strengthen connections within the church, including increasing opportunities for social fellowship and welcoming of new parishioners
- Deepen connections with selected and surrounding communities, with a focus on building collaborations with other churches and community organizations
- Represent the church at local community and outreach events

Communications and Administration

- Effectively utilize and develop the church's communication platforms to engage and connect with the community, clearly communicating the mission, vision, and identity of the church
- Develop and maintain denominational, ecumenical, and interfaith connections appropriate to the church's place in the community
- In conjunction with other staff and volunteers, keep the church website, calendar, and social media platforms up to date so that church activities are visible to members and the wider community
- With the support of the United Board and staff, strengthen organizational processes and systems that support connectivity and accountability in the church. Skillfully navigate the management of change by anticipating challenges and engaging staff, board, and church members

Church Governance

- In conjunction with the Chair of the church's Unified Board, foster transparency, accountability, and engagement in church governance
- Serve on the Missions Committee. May be asked to provide support to other Board committees/sub-groups which may include Education, Membership, Congregational Life, Finance, or Stewardship
- Attend Board meetings according to its annual schedule