

**OPEN MINISTRY POSITION  
Co-TEACHING PASTOR**

02-10-10

**MINISTRY SUMMARY**

**Ministry Vision:**

*“Helping People Grow to be Passionate Followers of Christ who love God,  
love one another, and love the world.”*

**Ministry Goals:**

- Work closely with the Senior Pastor, the Leadership Team, and the Elders in vision/strategic development.
- CVC’s design is that the Co-Teaching Pastor will become the successor of the current Senior Pastor.
- Share the role of preaching and teaching with the Senior Pastor.

**Overall Ministry Objective:**

- Assist the Elders and the Senior Pastor in overseeing the life and direction of CVC, having a firm grasp on the purpose, values and strategy of CVC and the ability to align staff and key leadership teams with our mission.
- By teaching the scriptures, inspire the people at CVC to grow as disciples who are loving God, loving one another, and loving the world.
- Offer pastoral leadership to the staff of CVC – especially the Leadership Team.

**POSITION DESCRIPTION**

**Principle Function:**

The purpose of the Co-Teaching Pastor position is to share the teaching responsibilities at CVC’s weekend services, and over the coming 18-24 to acclimate and transition into the role of Senior Pastor @ CVC.

**Accountability:**

The Co-Teaching Pastor will report directly to the Senior Pastor.

1. **Preaching/Teaching:** Prepare and give messages that are Christ-centered, Bible based, powerful, practical, creative and relevant. The messages must challenge believers and seekers to grow to be passionate followers of Christ. As a part of the preaching/teaching, the Associate Senior Pastor will join with the Creative Team to help plan creative worship experiences for members, attenders, and seekers. It is anticipated that initially the Co-Teaching Pastor will be speaking 20-25 weekends annually. We anticipate that preaching/teaching opportunities will increase over time.
2. **Staff Leadership and Development:** Assist the Senior Pastor in leading the CVC staff. The Co-Teaching Pastor will help lead, evaluate, and mentor existing staff in their respective areas of ministry and help to prioritize staff additions. Includes the following responsibilities:
  - Oversee training and development for the pastoral staff.
  - Work with the Elders and the Leadership in hiring and dismissing staff.
  - Provide leadership to the pastoral staff in the design and implementation of all church ministries.
  - Assists the pastoral staff in goal setting, planning, prioritizing and ministry implementation.
  - Responsible for working with each staff member on his team to maintain a balanced work schedule.
  - Work with the Compensation and Benefits Team to implement salary reviews and recommendations.
  - Maintain efficient and effective lines of communication between the staff and elders.

- Conduct performance evaluations and provide on-going informal performance feedback along with assisting the CVC Leadership Team in creating and implementing professional and personal development plans.
- Projects future staff needs, making recommendations to the Senior Pastor, Leadership Team, and Elders regarding staff additions or changes in ministry responsibilities.

**Required Skills, Qualifications, and/or Experience:**

- Enthusiastically support the mission, vision, values, and strategy of CVC
- An identifiable salvation experience
- A pattern of spiritual development characterized by prayer, Bible study and regular church attendance
- A commitment to ministry and encouragement of others toward the same
- A passion that is in agreement with CVC's vision of "Helping people grow to be passionate followers of Jesus Christ"
- Strong biblical foundation for wise management in a church setting. Able to establish and maintain appropriate standards for the accomplishment of ministry in a way that honors both God and people.
- A proven ability to teach/preach at a high level of competence.
- A proven leader and strategic thinker who will help guide the pastoral staff in casting vision, and mobilize administrative support to maintain and advance the ministry of CVC. Since we work primarily in teams at CVC, the Co-Teaching Pastor must understand group dynamics and ensure effective consensus building and decision-making.
- Strong interpersonal skills – ability to communicate persuasively and compassionately both orally and in writing.
- Expected to contribute to the team spirit of the staff through fellowship, encouragement, cooperation, prayer support and other appropriate ways, as he serves his Lord Jesus Christ and CVC.

**Minimum qualifications and Experience:**

- 5 or more years leading within a growing church setting – able to understand, motivate, and support ministry leaders. The ideal candidate will have experience supervising and mentoring pastoral staff.
- All staff and elders at CVC must meet biblical qualifications outlined in I Timothy 3.
- A Bachelors Degree is required.
- A Masters level seminary degree is preferred.

**Estimated time commitment:** This is a full-time commitment.

**Contact:**

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