

ABOUT PILGRIM CHURCH OF CHRIST

Pilgrim Church of Christ is in the historic Glenville neighborhood on the Eastside of Cleveland, Ohio. Established in 1933 by the late Elder Joseph D. and Mother Beatrice Williams, it is affiliated with the International Church of Our Lord Jesus Christ (COOLJC) and seeks to follow the mandate of Jesus to teach, preach, train, and baptize.

The church uses print, web, social media, and video and audio recordings to share its message to the broader community.

Pilgrim is a spirit-filled, worship-loving, family-oriented yet aging church. We love music. We love to fellowship. Pilgrim has a reputation for being a responsive, stable force in this inner-city neighborhood. Its members are within walking distance of the church as well as from several outer-ring suburbs. Pilgrim is a prayerful, committed, and hardworking church that follows the Apostolic/Pentecostal teachings.

Our church is governed by a Board of Trustees and Deacon's Board. In addition to our ministerial and administrative staff, our ministries include Mothers' Board, Women's Ministry, Brotherhood, Christian Education, Helps and Hospitality, Men's Ministry, Armor Bearers Young People's Union (ABYPU), Music, and Social Media/Technology.

Like many churches today, Pilgrim is undergoing a transition in terms of sharing a message that addresses the challenges and angst of teens and young adults, while meeting the needs of its senior population. Its facilities need repair. Pilgrim has learned to do much with little, yet this approach is not sustainable. A new pastor must have a shepherd's spirit and a servant's heart, a plan for church growth, a vision for the best use and maintenance of its facilities, and be open to change without compromising the standards and teachings of holiness.

About the Community

Pilgrim is located within a residential-commercial district that includes a newly opened fresh food market, a post office, a general store, and several fast food restaurants. The Glenville neighborhood has roughly 27,000 residents, of which 67 percent are persons of color; 27 percent are single-parent households; and 35 percent live in poverty. The median household income is \$27,854. The neighborhood is represented by an elected council person who is part of Cleveland City Council.

POSITION: SENIOR PASTOR

This is a full-time position

LOCATION: 616 E. 105th St.
Cleveland, Ohio

JOB SUMMARY

The pastor is responsible to the church to proclaim the Gospel of Jesus Christ, to teach the biblical revelation, to engage in pastoral care ministries, and to provide administrative leadership in all areas of church life.

The pastor is the chief spiritual and servant leader of the church. The pastor reports to and works with the deacons, trustees, and ministerial teams to enable the church to function and serve effectively.

REQUIREMENTS

- Must be fully aligned with the message, mission, and ministry strategy of Pilgrim Church of Christ and the Church of Our Lord Jesus Christ (COOLJC)
- Demonstrate significant spiritual maturity and insight to oversee the spiritual and financial growth and effectiveness of the church
- Strong leadership abilities with a track record of recruiting, developing, and training leaders and volunteers
- Displays a shepherd's temperament; servant-leader/mentor attitude and inclination; and an above reproach character
- Capable storyteller with a proven ability to cast vision and inspire the church and community to mission
- Solid communication skills with the ability to communicate persuasively and compassionately both orally and in writing
- Experience in managing complex relational issues

QUALIFICATIONS

- Some postsecondary education or bachelor's degree in theology, religious studies, or related field preferred but not required
- Assistant or associate pastor preferred with minimum five years in active ministry
- Strong interpersonal skills with the ability to supervise pastoral staff and understand, motivate, and support ministry leaders
- Familiar and comfortable with the use of technology and social media as a means to share the Gospel

- Willingness to grow and adapt to the inevitable changes found without compromising Biblical teachings or standards
- Ability to identify and use resources within the congregation and community to the support the church's mission

RESPONSIBILITIES

- Serve as spiritual and servant leader of the church and cast vision for it
- Plan and conduct prayer, Bible study, and worship services; prepare and deliver sermons; lead in observances of ordinances (marriage, communion, etc.)
- Develop a culture of compassion and foster a spirit of teamwork, cooperation, and unity across all relationships and ministries
- Administer discipline when warranted according to scripture and church policy
- Ensure the operational readiness of the church through leadership, training, and oversight of the support staff who perform duties in administration, finance, supply, and facilities management
- Coordinate and lead staff, cabinet, and church business meetings and other activities as necessary designed to clarify and execute the goals, objectives, and programs, or assign trusted designee
- Represent the church in civic matters or appoint a trusted designee
- Any other duties deemed necessary by the Board of Trustees and or deacons

COMPENSATION PACKAGE

Pilgrim Church of Christ is willing to negotiate a total compensation package of between \$50,000 and \$70,000 for the position of pastor. This is a salaried position. The compensation package may include a combination of salary, health care and or health care reimbursement, and a housing allowance. We will have the ability to structure the package in a way that would provide the most desired tax benefit within the confines of the current tax laws.