

Job Description: Pastor

North Oaks Church (EPC)

Clarkston, MI

About North Oaks Church

North Oaks is a Reformed congregation of approximately 120 members affiliated with the Evangelical Presbyterian Church (EPC). We are committed to the inerrancy of Scripture, the Westminster Standards, and the ordinary means of grace. We worship in a blended traditional style and prioritize expository preaching that carefully explains God's Word and applies it to the hearts and lives of His people. We seek a Pastor who shares our biblically conservative, complementarian convictions within the EPC, is relationally gifted, and is eager to shepherd a small but faithful flock toward greater maturity and mission.

Position Summary

The Pastor serves as the sole called teaching elder, responsible for preaching the Word, administering the sacraments, and providing pastoral care. Working in partnership with the Session and a small staff, the Pastor casts vision, equips the saints for ministry, and oversees both the spiritual and administrative life of the congregation.

Reports To

Session; accountable to the Midwest Presbytery of the EPC

Key Responsibilities

1. Worship & Preaching

- Prepare and deliver expository, Christ-centered sermons from the whole counsel of God
- Lead weekly Lord's Day worship (a blended traditional service featuring hymns, psalms, and theologically rich contemporary songs)
- Administer baptism and the Lord's Supper in accordance with the Book of Order and Westminster Standards
- Plan and oversee seasonal services
- Equip the saints for the work of ministry

2. Pastoral Care & Discipleship

- Provide biblical counsel and visitation to members in times of crisis, illness, grief, and life milestones
- Officiate weddings and funerals

- Teach membership classes and lead adult education classes
- Disciple congregants, mentor current and future elders/deacons, and cultivate a culture of prayer and family worship

3. Leadership & Administration

- Serve as moderator of the Session and congregational meetings
- Collaborate with elders to develop and implement a clear vision for growth in grace
- Oversee staff (administrator, ministry and youth coordinator) and volunteers
- Ensure compliance with EPC Book of Order and presbytery requirements

4. Evangelism & Outreach

- Equip members for personal evangelism and hospitality
- Build relationships with the community

Qualifications

Required

- Ordained (or ordainable) as a Teaching Elder or a commissioned Pastor in the EPC, in good standing or transferable credentials
- Full confessional alignment with the Westminster Confession of Faith and Catechisms (as adopted by the EPC), with only limited exceptions

Capabilities & Attributes

- Preach expository sermons that edify believers and engage non-believers
- Heart for church ministry and willingness to wear multiple hats
- Lead a church in goal setting
- Lead a church to develop a culture of outreach, evangelism, and discipleship
- Build congregational relationships and elder training
- Commitment to family-equipping ministry and multi-generational discipleship
- Compassion for the least of these

Compensation & Benefits

- Competitive salary including housing and moving allowance
- Full medical, retirement, and expense and study allowances
- 4 weeks paid vacation
- 2 weeks study leave

To Apply

Submit the following to searchcommittee@northoakschurch.org:

1. Cover letter

2. Current resume including degrees, conversion experience, calling, family and personal walk with the Lord
3. Link to a recent sermon audio/video sample (expository preferred)
4. Contact information for 3 references (including one ruling elder and one teaching elder) and 3 prior addresses

Initial interviews will be conducted via Zoom. Candidates must be willing to complete EPC ordination exams if not already credentialed.

North Oaks Church is an equal opportunity employer and does not discriminate on the basis of race, color, or national origin. We affirm the biblical definition of marriage and sexual ethics.

We invite qualified men who share our love for Christ, His Word, and His Church to prayerfully consider joining us in this ministry.