

JOB DESCRIPTION

Senior Pastor (Solo Pastor)
Redlands Community Church
Presbyterian Church in America
Homestead, Florida

Relationships: As a Teaching Elder in the Presbytery of Southern Florida, the Senior Pastor (Solo Pastor) is called by the congregation and serves as Moderator of the Session. Under the guidance and direction of the Session, he also works with the Diaconate and ministry coordinators, in order to lead the congregation in its worship, nurture, outreach, and mercy. Among his administrative roles, the Senior Pastor serves as an invaluable relational connection between the denominational leadership and the congregation to whom he ministers. He supervises the Church Secretary and other church staff. The Senior Pastor's direct authority is through the Presbytery and he is accountable to the Session. He is expected to participate in Presbytery and General Assembly and may represent Redlands Church at ecclesiastical or other events.

Basic Functions: The Senior Pastor's primary functions are those areas clearly defined in Scripture: preaching and teaching (1 Timothy 4:13; 5:17; 2 Timothy 4:1-2), and together with the other elders serving as a guardian (Acts 20:28-31; 1 Timothy 6:20-21), example (1 Timothy 4:12; Titus 2:7), overseer and shepherd (1 Timothy 5:17; Titus 1:7; 1 Peter 5:1-3).

Responsibilities:

A. Worship

1. Plans and conducts all worship services, unless otherwise arranged in consultation with the Session
2. Preaches on Sunday morning and for seasonal worship services, including Maundy Thursday and Christmas Eve
3. Gives purposeful attention to and substantial time on his sermon preparation
4. Encourages and instructs the congregation in worship that glorifies God
5. Prays for the congregation and plans regular opportunities for corporate prayer as the church seeks to know God and experience His grace

B. Nurture

1. Leads, along with the elders, in providing pastoral care to members of the congregation—including visitation and counseling—but within reasonable and proper limits; reports cases involving possible church discipline to the Session
2. Administers sacraments and pastoral rites of the church
3. Conducts officer candidate training annually and may initiate other mentoring opportunities for new or continuing officers
4. Fosters spiritual development of members and opportunities for discipleship training
5. Commits to at least one, but typically not more than two regular teaching preparations weekly (e.g., Sunday school, Inquirer's class, Bible study, small group fellowship)
6. Participates in church life and activities with his family, insofar as it is practical to do so, with a view toward building friendships

C. Outreach

1. Encourages members of the congregation—both by his example and through training—to witness for Christ in their circles of influence
2. Seeks opportunities for Redlands Church to promote outreach in the diverse and growing communities of Miami-Dade County
3. Assists the Missions Committee in its support of missions at home and abroad, including promotion of the church missions conference and volunteer missions teams

D. Mercy

1. Encourages the Diaconate in its leadership role in mercy ministry
2. Serves as a resource in the selection and ongoing support of a community mercy ministry

E. Administration

1. Evaluates the church's vision and action plans, recommends modifications to the Session, and encourages members of the congregation to use their spiritual gifts
2. Assists the Session in the appointment of coordinators and committee chairs to enlist others in the work of ministry, while preserving elder accountability
3. Serves as Moderator of the Session, but should not chair another permanent committee at Redlands Church without approval from the Session
4. Fosters communication between the Presbytery, Session, Diaconate, and congregation
5. Represents Redlands Church at Presbytery and General Assembly, and is encouraged to take an active role in the denomination's work
6. Supervises the Church Secretary and other church staff

Position Specifications: M.Div. or equivalent degree from an approved seminary; at least five years of maturing ministerial experience (up to two years may precede ordination); evidence of gifts and a passion for presenting the Gospel of Jesus Christ in a multi-cultural and multi-racial community; character without question; demonstrated skills in preaching, mentoring, conflict resolution, and pastoral ministry; a healthy and realistic self-assessment, including the ability to laugh and cry with others; theological vision consistent with Redlands Church.

Performance Review: The Session and Senior Pastor shall together evaluate the effectiveness of these arrangements during the first 90 days of employment, again after the first 12 months of employment, and annually thereafter.

