



Overview

First Presbyterian Church seeks a senior pastor with a heart for the Lord, a passion for the Bible, a commitment to personal ministry and doctrinal views consistent with those of the Presbyterian Church in America (PCA). The Senior Pastor should be devoted to serving Christ and the church, preaching and teaching the Word of God, administering the sacraments and faithfully giving himself to pastoral work. The Senior Pastor will lead the congregation in worship and encourage discernment of God's vision. He will partner with lay leadership to direct church ministries and model a relational approach to discipleship and sharing the Gospel. He will work with the Session and Diaconate, supervise the spiritual and ministry development of the staff and provide pastoral care for the congregation. The Senior Pastor shall lead the church to fulfill its mission statement under the oversight of, and in partnership with, the Session.

Our mission is to make disciples of Jesus Christ (Matthew 28:18-20). We are committed to fulfilling this mission by focusing on the following four priorities: Worship, Learn, Love and Reach. More information regarding the biblical foundation for our priorities is available at:

<http://www.fpcgulfport.org/corevalues>.

Accountability

The Senior Pastor will serve as the senior member of the church staff, responsible to the congregation, the Session and to Grace Presbytery. In meeting this responsibility, he will be expected to exercise pastoral, administrative and representational leadership within the church organization and to serve the needs of the church as identified in this job description. The role and responsibilities of the Senior Pastor may be refined from time to time as indicated by the needs of the church as determined by the Session consistent with the PCA Book of Church Order or the provisions of the terms of the call.



Desired Skills & Attributes

- Biblical exegetical skills, preaching and teaching.
- Collaborative and team building.
- Discipleship and leadership development.
- Pastoral care.
- Interpersonal relations including listening & conflict resolution.
- Theological understanding of the Church.
- Oral and written communication. Be technologically adept.
- Ability to build partnerships in mission and ministry across diverse groups.
- Ability to oversee or delegate responsible financial management.

Areas of Specific Responsibility

Preaching & Teaching

- Plan and lead the worship services of the church.
- Preach and teach the Word of God in a generally expository fashion yet retaining the freedom to use discretion to meet specific congregational needs.
- Prepare individuals for membership in the church, including leading membership preparation class.
- Call the congregation to personal faith in Christ, to repentance, spiritual growth, service and evangelism through biblically grounded sermons and teaching.
- Ensure qualified persons fill the pulpit and conduct services when the Pastor is absent.
- Administer the Sacraments.
- Officiate at weddings and provide pre-marital counseling.
- Officiate at services for the deceased.



Discipleship & Leadership Training

- Inspire a church culture that embodies Christ's example of servant leadership.
- Encourage and equip congregational members who are called to ministries of preaching and teaching.
- Study to improve preaching, counseling, teaching and administrative skills.
- Promote and oversee mentoring relationships between our youth and adult leaders.
- Engage church leadership to communicate vision and direction of church ministries.
- Encourage members to support the work of the church.
- Mentor staff members in their career development.

Pastoral Care & Counseling

- Provide initial counseling and referrals as appropriate.
- Visit the sick in homes and hospitals.
- Encourage the congregation through consistent interaction especially with inactive and prospective members, involving them in the community of the church.
- Be accessible to those that God has placed under your care.

Stewardship & Administration

- Place proper emphasis on the resource needs of the church (financial and human capital).
- Address the mercy needs of the church and community through efforts of the congregation and the deacons.
- Ensure appropriate resources for evangelical efforts are available.
- Maximize the function and effectiveness of the Session and Diaconate.
- Supervise and coordinate the work of the members of the ministry staff.
- Recommend staff changes to the Session at such times as these actions may seem necessary or desirable.
- Ensure written job descriptions are maintained and performance reviews are conducted annually for the following staff positions, reporting to the Session for their advice and counsel:
 - Church Administrator



- Youth Director
- Financial Secretary
- Administrative Assistant
- Nursery Director
- Children's Director
- Music Director
- Accompanist

Evangelism & Outside Activities

- Support and encourage participation in missions.
- Lead in social outreach to the community.
- Increase the visibility and awareness of the PCA outside of our church walls.
- Participate in Grace Presbytery and report to the Session. Heighten the awareness of the congregation to worldwide missions offered by the PCA.
- Cooperate with other local churches in appropriate ecumenical efforts and witness.

Oversight

- The Call, along with the compensation and benefit package, will be determined by the Session and approved by the congregation.
- The Senior Pastor will serve under terms of the Call as approved by the congregation.
- The Senior Pastor shall submit to a performance review by the Session at least annually. Evaluation will be documented in written form.

CONTACT INFORMATION

First Presbyterian Church
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Senior Pastor Job Description

Search Committee Chairman: Dr. Douglas Leavengood, RE
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