



Senior Pastor Job Description

General description – City & Church

As a gateway to Mexico, and as the largest inland port of international trade, Laredo sits on the U.S.-Mexico border, and during her long history (founded in 1755 by Spanish colonists), she has experienced incredible economic growth due to her participation in trade as well as in other industries here in the South Texas region such as energy; space exploration; ranching, agriculture and food production; and, the proposed construction of the new Data City outside of Laredo. The culture of the city is a warm and vibrant mix of urban mercantilism, Texas ranching, Mexican food and music, as well as the cultural influences brought to us by the international birding community drawn to Laredo's September and February festivals. And, although her current population sits at approximately 300k people, *Iglesia La Vid* is currently the only reformed congregation in the city.

General description – Pastoral Candidate

Our ideal candidate for incumbency in this position would be a warm, open and energetic individual who is as comfortable speaking to local titans of the trade and logistics industry on the golf course as he is talking to local truckers at a diner, or ministering to convalescing church members in a hospital ward. The church prefers a pastor that emphasizes grace and mercy in his work and as a church we work hard to extend that to her pastor. We want our senior pastor to love and tend to his immediate flock, which is his family, and in doing so to love and tend to his other flock: the church. We would like our senior pastor to be involved in the life and work of the Presbytery and to regularly connect to the surrounding community of South Texas and Northeast Mexico.

Our ideal candidate would be an ordained, Spanish-speaking (bilingual in English preferred) pastor with prior preaching and teaching experience of at least two years, within the Presbyterian Church in America (PCA), or another church denomination that is a member of the North American Presbyterian and Reformed Council (NAPARC).

Core duties

The incumbent will be responsible for the following core duties:

- I. *Love* the people of our church and community and complete all duties with brotherly love and mercy being tantamount to all other priorities.
- II. *Delivery of Quality Religious Teaching* in a manner consistent with professional practice standards and ethics of the Presbyterian Church in America and its constitution.
- III. *Delivery of Pastoral Service* to the church members such that his relationships with church members, Session members, members of Presbytery, General Assembly and members of the public are consistently courteous and cooperative in nature and, contribute positively to peace and fellowship.
- IV. *Supports Organizational Goals* by participating in church and Presbytery activities designed to support performance goals to improve the spiritual and emotional health of church members through pastoral care and related social support services.



- V. *Engages in Leadership Development and Succession Planning* within the church and city as well as South Texas and Northeast Mexico community by actively engagement in self-assessment and planning for continued professional leadership development and demonstrates leadership abilities through service on additional management teams/committees at the Presbytery, General Assembly, or in the civic arena or by obtaining nationally recognized credentials of excellence

Because of the significance of this position, an active participation in the body-life of the church is necessary. As the church grows, this position will grow too, in line with the church's needs and the senior pastor's gifts.

Weekly Sample Schedule

20 hours - Sermon preparation
5-10 hours – Miscellaneous administrative duties
5 hours – Personal Prayer and Devotions
5 hours – Mercy ministry and outreach
1.5 hours – Weekly bible study
1.5 hours – Sunday worship services

Compensation

-Based on experience and time commitment, up to ~\$85,000/year (commensurate with experience) — with funds also available to assist in relocation expenses, room and board, health insurance, life insurance, and retirement.

-Four weeks (Sundays) off per year (to be determined by mutual agreement with reasonable advanced notice); the senior pastor is responsible for finding someone to cover during absences.

Employment Matrix

Direct supervisor: Session (Board of Ruling Elders) with sermon themes being approved by Session prior to delivery.

Direct reports: None.

Worship Style

Our service is moderately “high” in its liturgy and our musical style is a mix of the traditional and the progressive and it includes traditional hymns, psalmody and contemporary music (i.e., primarily Spanish/Latin/Mexican regional style music that faithfully proclaims the Holy Scriptures in song). Musical instruments include keyboard and percussion. We generally hold services or other celebrations for Good Friday, Easter, Christmas, and other traditional holidays.

Contact information

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