



McGOWAN



Catalina Foothills Church
Tucson, Arizona

SEARCH DOCUMENT

MARCH 2026



DIRECTOR / PASTOR OF COMMUNITY

RESPONSIBLE FOR:

General & Personal Ministry.

- Working closely and collaborating with the SLT to ensure progress and synergy in accomplishing our Mission and Vision
- Providing the CONNECT & CARE MINISTRIES directly or indirectly with CFC's leadership philosophy.
- Point person for CFC/PRCA ministry partnership of connect and care at the South Campus for city serve projects and community group serve projects
- Overseeing the Deacon Executive Team (*Deacon team leads*) for alignment and shepherding.
- Contributing to the preaching team, , as well as preaching a portion of the one third opportunities left in the preaching calendar.
- Maintaining personal shepherding, disciple making and teaching ministry as the job description allows.
- Continuing to grow and develop spiritually, personally, and professionally.

Connect Ministry: Relational Connections & Church Assimilation

- Vision, strategy and execution of CFC's adult (*male and female*) connect ministry to Non-Christians and Christians as a part of CFC's overall vision and ministry strategy.
- Church Assimilation: Helping outsiders become insiders who help outsiders and insiders at CFC. Oversee:
 - Meet CFC
 - Welcome Team
 - Assimilation Team
 - Volunteer Strategy
 - Church Membership Process
- Relational Connections: Helping people find community and relational connections. Oversee:
 - Community Groups
 - Connect Events:
 - Parish Gatherings (*in the future*)
 - Backyard Nights (*men connection events*)



Care Ministry: Mercy & Shepherding

- Vision, strategy and execution of CFC's adult (*male and female*) care ministry to Christians and Non-Christians as a part of CFC's overall vision and ministry strategy.
- Develop care ministries to meet the needs, suffering and trials of CFC attendees:
 - Visitations.
 - Memorials and Weddings.
 - Crisis care.
 - Counseling.
 - Griefshare / Divorce Care
 - Primetimers
 - Addiction ministries like Freedom Fight, Celebrate Recovery.
 - Care Events / Conferences.

Direct Staff / Officers Oversight

- Oversee CONNECT & CARE Ministry Directors by:
 - Ensuring CFC's mission, vision, values, strategy and philosophy are guiding and driving these ministries.
 - Ensuring CFC's ministry principles of Reach - Equip - Connect - Care - Worship are incarnated in these ministries.
 - Providing steering, developmental and care leadership
- Which includes:
 - Deacon Executive Team
 - Director of Care
 - Director of Stephen's Ministry

KEY DEFINITIONS

SENIOR LEADERSHIP TEAM (SLT)

Composed of Lead Pastor. Executive Director of Operations. Director of Ministries. Director of Community.

EXECUTIVE COMMISSION (EC)

Composed of SLT and 5 Ruling Elders.

DEACON EXECUTIVE TEAM (DET)

Composed of Director of Community. Serve Team Lead, Mercy Team Lead. Benevolence Team Lead.



CFC's LEADERSHIP PHILOSOPHY

The primary metaphor for leadership in Scripture is a Shepherd, which is seen in three primary forms.

Steering leadership to set direction, align, inspire, and manage to intentionally influence and enable people to accomplish a given task. 'Steer Missionally.'

Development leadership to discover, teach, coach, and model to intentionally strengthen people's capacity to grow and contribute. 'Develop Professionally.'

Care leadership to know, care, provide and protect to intentionally watch over the needs and the well-being of your people so they can be healthy and thrive. 'Care Personally.'

CFC's MINISTRY PRINCIPLES

*In Matthew 22.37-40 and Matthew 28.18-20 we see Jesus giving the church five key directives in ministry: **Worship**, in Matthew 22, our first calling is to adore and worship him above all.*

Care, in Matthew 22, our second calling is to love our neighbor by meeting people's most basic needs.

Reach, in Matthew 28, we are called to reach the lost.

Equip, in Matthew 28, we are called to teach and train new followers of Jesus.

Connect, in Matthew 22 and 28, we are called to prioritize relationships and community in all of the above endeavor



CHURCH OVERVIEW

- | | |
|--|---|
| 1. Membership # | 600 Members |
| 2. Average Sunday Worship Attendance numbers | 600 Adults and Kids |
| 3. Total number of staff | |
| 1. Full Time | 12 |
| 2. Part Time | 11 |
| 4. Medical Benefits | |
| 1. Pastors | 100% including family |
| 2. Directors | 100% employee and 35% family |
| 5. Retirement Benefits | |
| 1. Pastors | 8% plus an additional 2% matching |
| 2. Directors | 7% plus an additional 2% matching |
| 6. School discount for children | Yes, 50% for pastors BUT a foundation pays the balance. |
| 7. | |

Pastors & Executives Paid Time Off (PTO)

Time Period	PTO Allotted
From hire date through end of year	20 days prorated
1 st full year – year 3	20 days (160 hours)
Years 4-5	28 days (224 hours)
Year 6 & beyond	29 days (232 hours)
Sick Time Off (STO)	Personal Days
10 sick days (80 hours) per year.	1 personal day per year

8. Pastoral employees are eligible to request a Sabbatical Leave after seven (7) consecutive years of employment; approved leaves of absence or outside ministry work will have no effect upon eligibility.

The eligible employee will determine the length of their Sabbatical subject to the following limitations:

- Senior Pastor: No longer than twelve (12) weeks
- All other Staff: No longer than eight (8) weeks

How to Submit Your Information:

Our search partner, McGowan Global, is handling all inquiries and personal materials confidentially. Please register at mcgowanglobal.com/pastor-registration/ If you are unable to do so, please send a resume, completed MDF, and a recent family picture to:

Luke Evans
levans@mcgowanglobal.com

Please do not contact Catalina Foothills Church directly regarding the search unless directed to do so by Luke Evans.