



Senior Pastor Job Description

Vision:

Impact Orange County and beyond by making gospel-centered, compassionate, and missions-minded disciples of Christ.

Mission is to have Members:

- Engage in joyful, multi-generational worship that is spiritually restful, intellectually challenging, and culturally relevant.
- Build a compassionate, vulnerable, and accepting community through biblical counseling.
- Invest in life-giving discipleship that is gospel-centered and missions-minded.

Core Values:

- Reformed in Theology
- Counseling in Community
- Disciples Making Disciples
- Sent and Sending

Visit <https://newlifepres.org/> for more information about our gospel-centered, missions-minded church located in Orange County, CA.

Job Description Summary:

The Senior Pastor will report to the session and focus on preaching and teaching, prayer, vision casting, leadership development, and shepherding the elders, deacons, and staff.

Principal Responsibilities:

Preaching and Teaching

- Preach a gospel-centered, expository sermon each Sunday
- Strategize and plan a sermon series for each ministry year
- Oversee all officer trainings
- Lead all membership classes
- Teach Bible studies as appropriate

Shepherding and Pastoral Care

- Counsel and shepherd the session, diaconate, and staff
- Manage the Family and Community Life Pastor and Director of New Life Counseling to provide overall spiritual care for the congregation
- Handle crisis management for the church, including counseling members in emergency situations

Leadership, Management, and Strategic Planning

- Along with the session, set the strategic vision for the church and ensure progress and implementation of such vision
- Work with and lead the session as its moderator
- Actively manage the staff by providing guidance and mentorship, including goal setting and spiritual and professional development, and conduct written performance reviews
- Assess and improve the overall governance and structure of the church, including organizational structure, communication, and ministries
- Ensure the pastoral staff organize and prioritize a God-honoring, gospel-centered Sunday worship service
- Set the culture and ethos of the church by nurturing a spirit of unity and trust
- Lead the annual session retreat for vision setting and evaluation
- Oversee the annual New Life Equip for vision-casting and church-wide servant leader training
- Lead the annual staff planning retreat to strategically plan for the ministry year
- Oversee and lead staff meetings and congregational meetings
- Manage a value/vision-based budget with the diaconate and session
- Actively participate in presbytery and denomination events and initiatives

Requirements:

- Master of Divinity from an accredited seminary
- Minimum of five years of full-time, ordained pastoral experience
- Ordained in the PCA (or willing to transfer to the PCA)
- Theological views that align with the Westminster Standards
- In-depth knowledge of Reformed theology
- Commitment to New Life Presbyterian Church's Vision, Mission, and Core Values
- Exemplary preaching, teaching, and expounding skills and experience
- Extensive experience and strong ability to counsel, including qualities of empathy, understanding, and genuine care for others
- Demonstrated experience managing and motivating staff or volunteers

- Excellent leadership and interpersonal skills, as well as problem-solving and decision-making abilities
- Demonstrate a mature understanding and ability to work within a church environment, build strong relationships with leadership and members, and exhibit a humble, positive and non-cynical attitude toward colleagues and lay members
- Prioritize personal devotional time in the scriptures, life-long learning, and prayer
- Superb written and verbal communication skills
- Ability to maintain a high level of confidentiality, demonstrate tact and diplomacy, and exercise wise judgment
- Ability to learn and use church management software/technology
- Ability to work evenings and weekends and travel, as needed

Preferred Qualifications/Skills:

- Experience with Christian Counseling & Educational Foundation (CCEF) biblical counseling or similar counseling model
- Resiliency, tolerance for ambiguity/flexibility, and high tolerance for input and constructive feedback
- Ability to recognize and develop the gifts and talents of the officers, staff, lay leaders, and members

Salary:

Commensurate with the latest PCA salary survey

How to Apply:

Please send a cover letter, resume, and at least three references* to **HR@newlifepres.org**.

*Three references (name, organization, title, email, and phone):

- A pastor you served under in ministry for at least a year
- A pastoral peer in ministry you have served with for at least a year
- A deacon or elder that you served with or under