

## **Catalina Foothills Church**

*Lead Pastor*

### **Church History, Mission, and Current Status**

At Catalina Foothills Church, everyone has a story. The beauty of the gospel is that no matter what your life's story is, Jesus has come to redeem it and give it another ending. That's why we proclaim that we cannot stop speaking about what we have seen and heard!

Catalina Foothills Church was planted 30 years ago in the foothills of Tucson as a PCA church (Presbyterian Church in America). The desire was to be a strongly evangelical church bent towards evangelism that would love and serve Tucson in the foothills by reaching people for Christ and equipping them to serve.

From the beginning Catalina Foothills Church had a strong love for people and commitment to the scriptures, reformed theology, and the preaching of the word. Catalina Foothills Church has always had a strong community group ministry as the emphasis of their discipleship, a strong passion for worship and an evangelistic heart.

Catalina Foothills Church is today a vibrant congregation committed to a gospel centered approach to ministry. With approximately 500 adults in worship and another 130 children in Sunday school the church seeks to be a place where people come to know and experience the love and grace of Jesus Christ. Intentionally aiming to be an outward focused church Catalina Foothills Church is now growing and seeing people come to know and love Jesus Christ and return to the faith they once held.

### **Church Mission and Vision**

The mission of Catalina Foothills Church is the same mission Jesus gave his followers: Building gospel centered disciples who follow Jesus into the world as He makes all things new.

The vision of Catalina Foothills Church is to create a community of authentic believers and to witness a city transformed by the life changing reality of the gospel, as people come to know Jesus as their Lord and Savior. We hope to accomplish this by bring all people of Tucson into the Rest offered in Christ and Reminding them of the call to Love God and be loved by him and to Reflect the gospel wherever we go.

### **What We Value**

The values of Catalina Foothills Church are Gospel Centered Discipleship, Grace Shaped Lives Serving Every Generation, Invested in Mission, Culture of Celebration, and Sent for Neighbors.

#### Gospel Centered Discipleship

We put Jesus at the center of our lives and this church. We want to see people learn to follow Jesus with the gospel as their true center. We want to see the unconvinced and the convinced learn how to build their life on the gospel. We want to see life on

life ministry that helps the lost come into the kingdom and helps the Christian thrive in the kingdom.

#### Grace Shaped Lives

We believe grace is free and not earned and distinguishes us from every other form of belief, religion and philosophy. We want to build a culture with grace at the center of all things, not perfectionism or self-righteousness. We want to see a community that loves to GIVE grace just as much as they long to RECEIVE grace. Grace creates incredible dreams and standards to shoot for, and yet yields a beautiful response when we fail.

#### Serving Every Generation

We are committed to curating intentional environments that love and serve every generation. We want to be intentional to think about reaching, caring, equipping and mobilizing all generations

#### Invested in Mission

We are a people who thrive when the calling of Jesus is our central and shared passion. We want to build disciples who are sacrificial and generous stewards of time, talent, and treasures.

#### Culture of Celebration

We intentionally celebrate the work of God in and through our church and lives because it models God's goodness to the world. We want to celebrate wins. We want to intentionally have fun being on mission with the Father. We take Jesus serious, but we learn not to take ourselves too serious. We want people to see the extravagant joy we have because we know Jesus wins everything in the end.

#### Sent for Neighbors

We are sent by Jesus to reach the unconvinced and the overlooked everywhere we live, work, and play.

### **Location and Demographics**

Tucson is an example of how a place can be constantly transforming without losing sight of its roots. A sprawling metro area in southern Arizona, Tucson started small and expanded into the empty space around it, drawing new residents with its low cost of living and its nationally recognized university. Yet there are still visible reminders of the region's rich history, from a statue of Father Kino, founder of a nearby Spanish mission, to Sentinel Peak (known as A Mountain), the site of the Native American village from which Tucson derives its name.

Although more than a million people live in the Tucson metro area, everyone seems to know – or know of – everyone else. People from all walks of life can be found here, and their cultures have left an impression on Tucson. Thanks to the large Latino community, holidays like Dia de los Muertos are observed here, which you may not see in other parts of the country.

But perhaps the best part of Tucson is its scenery. The metro area is ringed by mountain ranges that emphasize the great desert skies and sunsets that continuously impress even the most seasoned residents.

Winter highs are right around 70°F (21°C) while lows are stay around 40°F (4°C). Beyond the pleasant temperatures, the abundant sunshine is in stark contrast to what most of the US experiences as well.

There's no denying that Tucson's food culture is like nowhere else in America. For example, Tucson has been designated a UNESCO City of Gastronomy because of the heavy Hispanic influence in the food scene. Locals can't help but benefit from high quality food at reasonable prices. There are so many great local restaurants full of character and history. But don't make the mistake of assuming the cuisines expertise stops at Hispanic-inspired fare. The diversity of cuisine spans the gamut! And while nobody would ever mistake our restaurant scene for the one in New York City, they wouldn't mistake the prices either.

From amazing year-round farmers markets to dozens of exciting food festivals (fairs, tastings, you name it!), you'll never go hungry while living in Tucson.

## **The Core Competencies of Our Next Lead Pastor**

### **Strong Preacher / Teacher of God's Word with a Strong Emphasis on Grace**

The next Lead Pastor must excel in communicating the truth of Scripture in a way that is biblically sound, engaging, and applicable to all aspects of life. Their teaching should emphasize God's grace as the foundation for salvation, spiritual growth, and Christian living, reflecting the transformative love of Christ. This individual will demonstrate:

- The ability to connect deeply with diverse audiences, teaching with clarity and passion.
- A commitment to faithfully expound the Word of God while making it accessible to people of all ages and stages of faith.
- A pastoral heart that seeks to encourage, challenge, and equip believers to live out their faith.

### **Strategic Thinker Who Can Develop and Implement Vision**

This leader must possess a visionary mindset, capable of discerning God's direction for the church and translating that vision into actionable steps. The ideal candidate will:

- Understand how to cast a compelling vision that unites and motivates the church body.
- Lead effectively through change, always keeping God's purpose and the church's mission at the forefront.
- Demonstrate strategic planning skills, ensuring ministry priorities align with the long-term health and growth of Catalina Foothills Church.

## **Missional and Evangelistically Minded with a Heart for the Community and World**

The next Lead Pastor will exemplify a heart for reaching the lost and serving the community, embodying a missional lifestyle that inspires others to do the same. This includes:

- Actively engaging with the surrounding Tucson community to meet physical and spiritual needs.
- Encouraging the congregation to embrace evangelism and participate in local and global mission efforts.
- Modeling Christ's compassion and hospitality, breaking down barriers to share the gospel effectively.

## **Leads Through Partnership with a Key Team of Leaders and Staff**

The Lead Pastor will foster a culture of collaboration and shared leadership, empowering others to fulfill their roles effectively. This competency includes:

- Building strong relationships with elders, staff, and ministry leaders based on trust, communication, and shared goals.
- Encouraging teamwork and leveraging the unique gifts and strengths of others to advance the church's mission.
- Modeling humility and servant leadership while providing clear direction and accountability.

## **Key Responsibilities**

- **Staff Development:** Equip, empower, and resource staff to excel in their roles, fostering a culture of collaboration and excellence.
- **Visionary Leadership:** Lead in developing, communicating, and safeguarding the vision and mission of Catalina Foothills Church.
- **Cultural Alignment:** Champion the values of Catalina Foothills Church, ensuring they permeate all aspects of ministry.
- **Servant Leadership:** Serve as the "first among equals" among pastors and elders, modeling humility, wisdom, and Christ-centered leadership.
- **Discipleship and Care:** Oversee the spiritual nourishment and pastoral care of the church, including leadership development, small group ministry, and community engagement.
- **Preaching and Teaching:** Serve as the primary preacher, delivering 50–75% of weekend messages. Teach the Word faithfully, refute false doctrine, and equip the congregation for ministry.
- **Team Development:** Identify, mentor, and empower others in their teaching and communication gifts, fostering a robust teaching team.

## **What a Successful Candidate Will...**

- **Educational Background:** Hold at least a Master of Divinity (MDiv) from an accredited theological school and be eligible for ordination in the Presbyterian Church in American (PCA).
- **Experience:** 5–10 years of leadership experience in a church of similar size and ministry scope, preferably with a background in Reformed churches.
- **Doctrinal Alignment:** Fully aligned with the Statement of Faith, Ministry Philosophy, and Mission of Catalina Foothills Church.
- **Spiritual Maturity:** A man of integrity and humility who meets the biblical qualifications for an elder (1 Timothy 3, Titus 1) and serves as a spiritual role model.
- **Family Leadership:** If married, demonstrates a healthy marriage and leads his family well in alignment with biblical principles.
- **Personal Devotion:** Committed to a vibrant personal relationship with God, including regular quiet time, prayer, and active participation in accountability and discipleship groups.

### **Key Doctrinal Beliefs**

*Reformed in Theology.* We affirm that the Bible is God's inspired and infallible Word, and that it contains eternal truth that speaks with authority to our life, doctrine, and mission (2 Timothy 3:16). We are Reformed in our understanding of the Bible and a successful candidate must subscribe to historic Reformed theology. We're persuaded that it is God's kindness that leads to repentance.

*Presbyterian in Structure.* As Presbyterians, we believe ministry and mission begins with the local church. We are Elder led and Spirit empowered. We believe that we can better fulfill the mission of God by supporting, helping, and being accountable to each other.

*Evangelical in Posture.* To be evangelical is to believe that Jesus is God the Son who became flesh and lived among us and died for us. Through Jesus Christ, the Kingdom of God has been inaugurated, thereby freeing people from the guilt and power of sin through personal faith and repentance. This good news of God's love needs to be shared (ideally in relationships) with those who are alienated from God. This salvation is found in no one else. The core theological convictions can be reviewed [HERE](#).