

PASTOR OF THE BLUFFTON CONGREGATION

The Pastor of the Bluffton Congregation (P-BC) provides pastoral leadership and care to the Bluffton congregation. The P-BC casts vision, implements Hilton Head Presbyterian Church's (HHPC) philosophy of ministry, develops leaders, and leads the Bluffton congregation through preaching and teaching, personal pastoral care, and leading various leadership/"core groups".

The P-BC works collaboratively with the rest of the pastoral staff to ensure HHPC's Ministry Plan is implemented while exercising a large degree of freedom to contextualize HHPC's mission and vision within the Bluffton congregation. The P-BC works closely with the other Pastors, especially the Pastor of the Hilton Head Congregation and the Pastor of Ministry Development to assess health and needs within specific ministry areas. The measure of success in this role is the health of the HHPC's congregations and the collaborative way the Pastors of HHPC work to ensure such health. The P-BC reports directly to the Session and as a voting member of the Session and the Governing Commission of HHPC, the P-BC actively engages in Session and Governing Commission meetings and maintains focus on the overall ministry of HHPC.

During an initial period, the P-BC will have responsibility for the Gathered Worship & Generosity Ministries as outlined in HHPC's Ministry Plan (adopted in September of '24) for the Bluffton congregation and pastoring the parishes in Bluffton; one other Teaching Elder will be aligned with the Pastor of the Bluffton congregation to assist in these critical responsibilities; however, that Teaching Elder will retain responsibility for some key ministries that serve both congregations and will work for HHPC's Pastor for Ministry Development, who will have the responsibility for the staff and the other ministries within HHPC's Ministry Plan. These ministries will be applied in different contexts within and across the two congregations. On Sundays, HHPC's staff will align with one congregation to ensure each person, and their families have a clear church "home". Over time, as the congregations develop, these responsibilities and reporting relationships will likely change, with more resources allocated to the congregations that will no longer be shared (e.g., associate pastor and dedicated worship leader to each congregation).

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CANDIDATE PROFILE

To be effective in this role, the P-BC must possess and demonstrate the following skills, abilities, and attitudes to successfully perform in this position:

- I. Personal Spiritual Health
 - a. Model Christ-like servant leadership
 - b. Possess a personal and growing relationship with Jesus Christ as their Lord and Savior and demonstrate the reality of that relationship through his life and testimony
 - c. Be a mature follower of Christ with a track record of multiplying the same
 - d. Have relational evangelism experience that has resulted in conversion fruit
 - e. Personal convictions consistent with the doctrinal standards of the PCA
2. Preaching and Teaching
 - a. Able to preach and teach the whole counsel of God with efficacy
 - b. Capable of clearly communicating the Gospel in preaching and teaching, to equip the believer and winsomely address the unconverted
3. Leadership and Ministry Team Development
 - a. Possess a Christ-centered philosophy of ministry (e.g., Center Church by Tim Keller)
 - b. Commit to lead with vulnerability and personal repentance (e.g., Leading with A Limp by Dan Allender)
 - c. Possess strong planning and organizational skills
 - d. Be skilled at casting vision and building and leading teams
 - e. Decide and initiate action
 - f. Develop, lead, and multiply staff members and church officers
 - g. Exhibit mature leadership and management skills, including teaching and communicating, with both small and large groups
 - h. Communicate effectively and lead others through change and new initiatives
 - i. Possess a bias towards collaboration, a willingness to share, and a desire (not just an openness) for feedback, accountability, and constructive criticism
4. Collaborative Ministry
 - a. Possesses a preference for working within a collaborative and creative team
 - b. Use unique areas of passion and gifting to benefit the whole church
 - c. Possess willingness to engage in healthy conflict management
 - d. Have the ability to coach and to be coached by others
 - e. Sincere desire for continuous improvement (Inside Out, by Larry Crabb)

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VISION & MISSION

RESULT: The P-BC will, in collaboration with HHPC's other Pastors, champion HHPC's Vision and Mission under the oversight of The Session and Governing Commission.

- a. Collaborate with fellow Pastors, Governing Commission and Session to embody, promote and continually refine HHPC's Vision, Mission, Values and Strategic Plan, serving as a "guardian" and "champion" of these ideals
- b. Share best practices across congregations
- c. Maintain HHPC's focus on developing the [Network] to ensure HHPC always possesses an outward focus and fosters the growth of the Kingdom in the Lowcountry of South Carolina

ORGANIZATIONAL LEADERSHIP / MANAGEMENT RESPONSIBILITIES

RESULT: The P-BC will serve as primary pastor and leader for the Bluffton Congregation.

- a. Collaborate with fellow Pastors on the development of church wide and congregation-specific plans and annual goal setting in keeping with HHPC's overall shared Vision, Mission, and Cultural Distinctives, maintaining a shared missional-DNA with contextualized expressions
- b. Participate in HHPC-wide ministry efforts including church network opportunities, mercy, missions, and HHPC's Partners ministry while sharing best practices across congregations
- c. Ensure the ministries outlined in HHPC's Ministry Plan (adopted in September of 2024) are alive and well within the congregations
- d. Develop leaders and a "core groups" that are committed to ensuring the health of the Bluffton congregation
- e. Maintain outward focus within the Bluffton congregation as outlined in HHPC's Vision & Mission Guide (adopted in September of 2024)
- f. Be very present and visible to the members of the Bluffton congregation
- g. Visit with and ministry to members of the Bluffton congregation that are homebound or in the hospital as well these members' families

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PERSONAL MINISTRY RESPONSIBILITIES

RESULT: The P-BC maintains faithful stewardship of pastoral and spiritual gifts in keeping with his individual gifting, passions, and church's needs.

- a. Preach ~70% of the Sundays at the Bluffton congregation; schedule other preachers from within HHPC or HHPC's network to fill the pulpit at least once per month
- b. Lead, at all times, a Life-On-Life Missional Discipleship Group to demonstrate HHPC's commitment to discipleship and leadership development
- c. Effectively lead a parish and be an example to other Elders
- d. Intentionally dedicate time to pursue personal outreach and evangelism relationships

CULTURE

RESULT: The P-BC will embody, foster and maintain a culture among HHPC's staff and leadership in keeping with the truths of the gospel, and HHPC's Cultural Distinctives.

- a. Embody, foster and maintain a culture among HHPC's staff and leadership in keeping with the truths of the gospel and HHPC's stated Cultural Distinctives
- b. Ensure the relationship between ministries encourages dialogue and planning that enables us to work together as one church; HHPC as an "organism" and "organization"
- c. Be a trusted confidant and supporter of HHPC's pastors
- d. Commit to a collaborative and cohesive culture based on our shared Cultural Distinctives and commitment to HHPC and to each other; measurement will be the absence of the need for side conversations or dedicated conflict resolution sessions
- e. Resolve all issues with professional conversations and an assumption of good faith with the appropriate party or parties and resolve via agreement or a pledge to "disagree & commit"; complaining after resolution is not consistent with HHPC's desired culture and will stifle ministry (i.e., no "pebbles in shoes")
- f. Recognize and embrace realities of a growing, dynamic culture of a church network movement; not everything will be clear, things will change, and all will be asked at times to subordinate their preferences for the good of the whole

GOVERNANCE

RESULT: The P-BC will collaborate with Pastors, Governing Commission, and Session to establish and maintain policies / procedures that ensure proper transparency (i.e., the right people are informed of the right information), authority (i.e. people know who makes what decisions), and responsibility (i.e., people know who gets what done).

- a. In the relation to the congregation the P-BC serves as pastor (BCO XXX)
- b. In the relation to The Session, the P-BC serves as a voting member, reports regularly as requested by Session or Governing Commission, and together with the Session, maintains and enforces HHPC's stated policies
- c. In relation to HHPC's Governing Commission, the P-BC serves as voting member and reports transparently and regularly
- d. In relation to Lowcountry Presbytery and PCA General Assembly, the P-BC represents HHPC as voting member and commissioner and serves on Committees and Commissions as appropriate