

Lead Pastor Job Description

First Presbyterian Church of the North Shore (FPC)

The **Lead Pastor of FPC** shall meet the New Testament requirements for the office of teaching elder as listed in 1 Timothy 3:1-7, 28.

For more details on the history of FPC, our mission, and our congregation, please review our Church Profile as well as the current Ministry Focus created by the Session of FPC in early 2021.

Responsibilities / Duties

The Lead Pastor shall be responsible, in concert with the Session of FPC, to provide spiritual leadership and oversight for the congregation and her members at FPC. This consists of the following elements:

- 1. Worship: FPC seeks to worship God in spirit and in truth. The Lead Pastor will strive to inculcate a posture of worship in the congregation in all that we do throughout our lives. In addition, in conjunction with the Session, the Lead Pastor will be responsible for the overall tone, content, and focus of the worship services and is expected to work in conjunction with participants to create a worshipful context consistent with our EXALT goals.**
 - In conjunction with the Staff and Worship Committee, plan and lead Sunday morning worship services as well as other worship services of the church.
 - Oversee of the ministry of the Preaching the Word of God on the occasions established by the Session.
 - Provide leadership around and manage the preaching schedule to include pastoral staff, interns, and guest preachers.
 - Oversight of the Celebration and Administration of the Lord's Supper (1st Sunday of each month) and Baptisms.

- 2. Preaching and Teaching: FPC loves preaching. The Lead Pastor will be the primary preacher for Sunday morning worship and is expected to be exceptional at exegetically uncovering truths in Scripture, challenging and comforting the congregation with these truths. FPC has a long history of strong, reformed, exegetical preachers, and we expect to continue this tradition.**
 - Provide exceptional preaching, demonstrated by strong exegesis and exposition, timely, interesting and relevant illustrations, strong and clear actionable applications of biblical truths to our lives, and persuasive challenges/comforts to the congregation.
 - With relative frequency, lead adult Christian Education, Profession of Faith classes, and other educational programs of the church.

3. Discipleship/Leadership development: The session of FPC seeks to be more intentional in all of our ministries with a renewed focus towards transforming lives through formal and informal discipleship. The Lead Pastor will play a key role in the development and implementation of this focus.

- Work with the Session to develop and implement a plan for deeper discipleship and transparency, as outlined in our Planning document.
- Lead FPC toward a culture of pouring ourselves into each other's lives. We want everyone to be discipled and discipling.
- With the Session, identify those in our congregation with leadership calling and gifts at each stage of their lives.
- Oversight of leadership training and development for congregational leaders.
- Ensure that we are all on mission by consistently communicating the church's vision and goals to the leaders and the congregation as a whole, as agreed upon with the Session.

4. Evangelism: FPC needs to develop a culture of evangelism. The Lead Pastor must personally be actively involved in multi-faceted evangelism.

- Engage the congregation in personal one-on-one evangelism.
- Encourage a culture of actively reaching out to those who do not know the Lord.
- Oversee formal and informal training programs in evangelism.
- Lead by example.

5. Global Missions: FPC has a long history of involvement in Global Missions. The Lead pastor is expected to be supportive of this focus.

- Take an active role in working with the Global Missions Team to plan the annual missions conference and work with the GMT on development and next steps in global missions.
- Actively support the Faith Promise Initiative for funding Global Missions.
- Support the importance of global missions to the congregation.

6. Session: The Lead Pastor will personally invest in the spiritual lives of the Elders through informal and formal means.

- Engage in spiritual relationships (mutual discipleship/accountability) with fellow teaching and ruling elders.
- Shepherd the Elders' families.
- Moderator of the Session; includes developing the agenda in conjunction with the elders, task delegation, etc.

7. Church Staff: FPC seeks a culture of mutual support, accountability, and cooperation among its staff. The Lead Pastor will oversee all church staff.

- As head of staff, moderate weekly staff meetings of church employees.
- Oversee and assist the Associate Pastor's ministerial development.

- Oversee staff responsibilities and personal spiritual development.
 - Work with the Session to recommend staff changes (additions or terminations).
 - Provide written performance reviews, annually, of staff.
 - Ensure all staff with supervisory roles are providing annual written reviews to those under their care.
- 8. Broader Community: The Lead Pastor will have a presence in the community, both specifically in Ipswich and the surrounding communities.**
- Cooperate with local churches in appropriate ecumenical efforts and witness.
 - Support work with local community agencies and programs as appropriate.
 - Be a lead advocate for congregational outreach efforts.
- 9. Presbytery, General Assembly: The Lead Pastor will be the main point of contact between the congregation and the different denominational entities.**
- Pledge to uphold the standards of the PCA and Book of Church Order (BCO).
 - Participate in the required meetings/duties/ministries of Presbytery and GA.
 - Report to the Session about the topics before the Presbytery and GA.

Desired Attributes and Demonstrated Skills

- Personal life characterized by holy living and an intimate walk with the Lord.
- Rich personal prayer life.
- A strong emphasis on the gift of preaching and teaching, applying the truth, wisdom, discernment and relevance of God's Word.
- An aptitude for leading corporate worship and marshalling all of its component elements (music, confession, prayer, sermon etc.).
- Heart for evangelism (both local and global) and discipleship.
- Works well and collaborates with others.
- Organized and able to delegate tasks.

Background/Experience

- Current or qualified to be an Ordained Minister in the Presbyterian Church of America.
- MDiv from a seminary which supports the teaching of Reformed Theology.
- Demonstrated life and professional experience and qualifications to lead a congregation of more than 400 active members.