Introduction
Redeemer Presbyterian Church desires a pastor who is a mature male with a deep passion for the Lord, the Bible, a personal ministry, and doctrinal views consistent with those of the PCA. Who shall meet the New Testament requirements for office as listed in 1 Timothy 3:1-7. The Senior Pastor, as a minister of the Gospel, shall be devoted to the service of Christ and the church; preaching and teaching the Word of God; administering the sacraments; and faithfully giving oneself to pastoral work. The Senior Pastor will preach at most worship services; lead the congregation in worship; lead the church to discern God’s vision; work with the Session and Diaconate; supervise the spiritual and ministry development of the staff; provide pastoral care for the congregation; and partner with lay leadership to direct church ministries. The Senior Pastor shall lead the church to fulfill its mission statement:

Mission Statement

- **Who are we?**
  Redeemer is a community of God's people, saved by faith in Christ alone, renewed by worship in Word and Sacrament, nurtured by grace, and entrusted with the mission to proclaim Christ's Lordship to all and in every area of life.

- **What do we do?**
  Seek the *shalom* (peace) of Orange County through a gospel movement that brings personal conversion, transforming community, social healing, and cultural renewal

- **How do we do that?**
  Worship
  Nurture
  Mission
  Culture

Desired Skills:
- Biblical exegetical skills, preaching and teaching
- Administrative and financial management
- Pastoral care
- Problem solving and listening skills
- Interpersonal relations
- Collaborative and team building
- Oral and written communication
- Crisis intervention and conflict management
- Effective time management
- Be technologically adept
- Theological understanding of the Church
- Ability to build partnerships in mission and ministry
- Ability to work with the broadest diversity of persons and groups
- Timely response to communications and issues
Senior Pastor Job Description
Redeemer Presbyterian Church of Orange County, CA

Accountability
The pastor, called primarily to the Word and sacrament, will be the senior member of the church staff, responsible to Redeemer Presbyterian Church and to the South Coast Presbytery of the Presbyterian Church of America (PCA). In meeting this responsibility the Pastor will normally be expected to exercise pastoral, administrative, and representational leadership within the church organization and to serve the needs of the church as are identified in this job description. The role and responsibilities of the Pastor may be further refined from time to time as indicated by the needs of the church and by the mutual agreement of the Pastor and the Session, so long as such agreement does not conflict with the provisions of the PCA Book of Order or the provisions of the terms of call.

Areas Of Specific Responsibility

- **Word and Sacrament**
  - To plan and lead the various worship services of the church.
  - To preach and teach the Word of God as written in the Old and New Testaments; Call the congregation to personal faith in Christ, to repentance, spiritual growth, service and evangelism through biblically grounded sermons and teaching.
  - To preach the Word of God on the occasions as established by the Session, and to provide leadership in seeking qualified persons to fill the pulpit and conduct services when the Pastor is absent.
  - To administer the Sacraments weekly, working with the Session and other appropriate groups to insure that the elements are prepared for Communion.
  - To encourage and help to equip congregational members who are called to ministries of preaching and teaching.
  - To prepare congregants for membership in the church, including leading membership preparation class.

- **Pastoral**
  - Create a church culture that increasingly embodies Christ’s example of servant leadership to all congregational leaders and the congregation as a whole.
  - To officiate at weddings and provide the couple with pre-marital counseling.
  - To officiate at services for the deceased and to insure an appropriate witness to the resurrection worship service.
  - To counsel families and individuals of the church, and refer people to professional counselors when needed.
  - To visit the sick in homes and hospitals; to contact inactive members; to contact prospective members, inviting them into the community of the church.
  - To teach as appropriate.
  - To study in order to prepare for improvement in preaching, counseling, teaching, and administration.
  - To commitment to support and encourage participation in Mission (Matthew 28:16-20).
  - To lead in social outreach to the community.
Senior Pastor Job Description
Redeemer Presbyterian Church of Orange County, CA

- Provide pastoral and executive leadership to the Lay Led ministry by equipping and training, encouragement, guidance, oversight, and consistent focus on Redeemer Presbyterian Church’s vision and missions.
- Promote and oversee mentoring relationships between our youth and adult leaders.

Administration
- The Session
  - To serve as Moderator of the Session.
  - To develop and strengthen the organization of the Session.
  - To partner with elected church leadership to communicate vision and direction; and to administer church ministries.
- The Staff
  - Guide the spiritual development of the staff and the lay leadership.
  - To serve as senior member of the Staff and as head of staff, supervising and coordinating all work of other members of the staff.
  - To recommend staff additions and staff terminations to the Session at such times as these actions may seem necessary, appropriate, or desirable.
  - To help develop written job description for staff members and perform performance reviews of all staff that report to the Senior Pastor, reporting to the Session for their advice and counsel.
  - To recommend appropriate modification to, and changes in, staff job descriptions to the Session.
  - To make temporary changes in staff duties and responsibilities as necessary to insure proper functioning of the church, reporting such actions to the Session for their advice and counsel.
- The Church
  - To encourage members of the church to support the work of Redeemer Presbyterian Church and the South Coast Presbytery.

Representation to the Presbytery & the Larger Church
- Presbytery
  - Participate in the meetings/duties/ministry of the Presbytery. Pledge to uphold the constitutional standards of the PCA and actively pursue those ideals.
  - To attend meetings of the Presbytery unless providentially hindered.
  - To serve in such capacities as the Presbytery may request or direct.
  - To insure that the Session receives appropriate reports on the activities of Presbytery at each stated meeting (of Presbytery) or more often as deemed necessary.
- The Larger Church
  - To heighten the awareness of the congregation to the uniqueness of the Presbyterian Church of America (PCA) and to the privileges, responsibilities, and opportunities it provides through its connectional nature to be part of a worldwide mission.
  - To work with the Session in communicating information concerning special needs as requested by the Presbytery.
Senior Pastor Job Description
Redeemer Presbyterian Church of Orange County, CA

- To encourage the support of the Presbytery and Larger Church through giving to benevolences.
- Cooperate with other local churches in appropriate ecumenical efforts and witness.
- Be involved in other community agencies and programs.

Relationship of this Job Description and the Call

- The Call
  - The Call, along with the compensation and benefit package, will be determined by the Session and approved by the congregation according to BCO 20-1 and 20-6.
  - The Pastor will serve under terms of the Call as approved by the congregation

- Review of Pastor
  - The work of the Pastor will be reviewed by the Session at least annually. Evaluation will be documented in written form.
  - Review of the Pastor should coincide with the annual review of the terms of the Call.

- Review of the Job Description
  - The Pastor and the Session shall review this job description at least annually.
  - The job description can be amended, replaced, or deleted entirely by a majority vote of the Session.