



Senior Pastor (Teaching Elder) Position Description

First Presbyterian Church of Aurora

Purpose

The Senior Pastor serves as the primary preacher, teacher, shepherd, and spiritual leader of First Presbyterian Church. Under Jesus Christ, the Chief Shepherd, he ministers the Word and sacraments, provides pastoral oversight, equips the saints for ministry, and leads collaboratively with the Session so that FPC may glorify God and bear witness to Jesus Christ in Aurora and beyond.

Primary Responsibilities

1. Ministry of the Word and Sacrament

Provide primary leadership in the ministry of the Word and Sacrament by:

- Preaching and teaching God's Word with faithfulness, clarity, and pastoral application
- Proclaiming the whole counsel of God through expository preaching
- Guarding the theological integrity of the church's teaching ministry
- Overseeing the church's corporate worship in a manner that reflects FPC's Reformed convictions
- Administering the sacraments in accordance with Scripture and the EPC Book of Order

2. Shepherd the Congregation

Lead the congregation through faithful pastoral ministry by:

- Sharing in the spiritual oversight and shepherding of the congregation in partnership with the Session
- Caring for and discipling individuals and families through biblical counsel, pastoral presence, and appropriate attention to people of every generation, ethnicity, and ability
- Cultivating a culture of prayer, hospitality, mutual care, and disciple-making
- Equipping members to grow toward spiritual maturity and faithfully use their gifts in the life and ministry of the church

- Officiating weddings, funerals, and other pastoral services as appropriate

3. Lead Alongside the Session

Serve as lead Teaching Elder and lead collaboratively with the Session by:

- Moderating Session meetings
- Working with the Session to provide spiritual oversight and direction, cultivate healthy shared leadership, and discern ministry priorities through prayer, Scripture, and wise deliberation
- Equipping, encouraging, and shepherding the elders in their ministry
- Promoting healthy accountability, transparency, and mutual trust
- Supporting the faithful exercise of church discipline and member care
- Representing FPC within Rivers & Lakes Presbytery, the Evangelical Presbyterian Church, and the broader Christian community

4. Lead the Staff and Ministry Leaders

Provide leadership and oversight to the church's staff and ministry leaders by:

- Leading, encouraging, supervising, and developing church staff
- Cultivating communication, collaboration, accountability, and servant leadership among staff and ministry leaders
- Aligning ministries with the church's mission, theological vision, and ministry philosophy
- Identifying, mentoring, and developing future ministry leaders

5. Provide Organizational Leadership

Work alongside the Session to provide wise and effective organizational leadership by:

- Helping the Session establish ministry priorities and translate them into effective plans, systems, policies, and communication
- Encouraging wise stewardship of the church's people, facilities, and financial resources
- Helping the congregation navigate seasons of growth, change, and opportunity with wisdom and grace

6. Lead the Church in Mission

Lead the congregation in bearing faithful witness to Jesus Christ by:

- Encouraging and equipping members for personal evangelism and disciple-making
- Equipping the congregation to live faithfully in their homes, workplaces, neighborhoods, and community
- Supporting local, regional, and global mission partnerships
- Building meaningful relationships within the Aurora community

Leadership Expectations

The following qualities describe how the Pastor is expected to fulfill these responsibilities.

Character

Spiritual Maturity and Integrity: Demonstrates a growing relationship with Jesus Christ, marked by personal holiness, humility, prayerfulness, and consistent integrity in both public ministry and private life.

Biblical Faithfulness: Demonstrates commitment to the authority and sufficiency of Scripture, theological clarity, and fidelity to Christ above competing cultural or institutional pressures.

Courageous and Humble Leadership: Leads with biblical conviction while demonstrating humility, emotional maturity, gentleness, collaboration, and a willingness to receive counsel and accountability.

A Shepherd's Heart: Demonstrates genuine love, hospitality, compassion, and personal care for the people entrusted to him.

Gifts and Abilities

The Pastor should demonstrate gifts and abilities in:

- Expository preaching characterized by grace and truth
- Pastoral shepherding and disciple-making
- Collaborative leadership
- Prayerful organizational leadership
- Cross-cultural awareness and adaptability

Ministry Philosophy

The Pastor should embrace and lead in accordance with FPC's *Theological Vision*, including its commitments to:

- The centrality of the gospel in all ministry
- The ordinary means of grace, especially the Word, the sacraments, and prayer
- Expository preaching
- Confessional Presbyterian theology as reflected in the Westminster Standards, the EPC *Essentials of Our Faith*, and the Constitution of the Evangelical Presbyterian Church.
- Disciple-making (e.g., growing mature disciples through the ministry of the Word, worship, and witness)
- Shared leadership through a plurality of elders
- Faithful engagement with the surrounding community
- Partnership within Rivers & Lakes Presbytery and the Evangelical Presbyterian Church

Personal Commitments

The Pastor should cultivate faithfulness in his personal and family life, healthy rhythms of Sabbath, rest, and renewal, ongoing theological and pastoral development, and relationships that provide spiritual care, encouragement, and accountability.

Accountability

The Pastor serves under the authority of Jesus Christ. As a Teaching Elder, he is accountable to Rivers & Lakes Presbytery and serves collaboratively with the Session in accordance with the Constitution of the Evangelical Presbyterian Church.

Conclusion

Recognizing that no pastor will embody these expectations perfectly, FPC seeks a man who will depend upon God's grace and the work of the Holy Spirit as he leads with biblical faithfulness, pastoral wisdom, humility, and love for Christ, his gospel, and his Church.