



First Presbyterian Church Mission Statement

Living out our love for Jesus Christ:
we worship passionately; serve diligently;
love unconditionally and teach Biblically.

Position Description: Sr. Pastor

Fair Labor Standards Act FLSA Status: Exempt

Compensation Status: Full time Salaried position

Contact for Position: Mr. Rocklyn Schmidt



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Overview: This ordained position has the primary responsibility of teaching and preaching God's word and leading the congregation in meaningful worship. In addition, this person should be called to shepherd the church and its congregation towards God's mission and the mission set forth by the First Presbyterian Church and work with session for the oversight of operations.

Accountability: To the Great Plains Presbytery, to the session through the Personnel Committee and to the Constitution of the Evangelical Presbyterian Church (EPC) and its governing Book of Order.

Characteristics & Responsibilities:

1. Model a Christ centered and Spirit-led life.
2. Plan for and lead Worship Services (Sundays and Special/Seasonal Services).
 - a. Prepare and deliver sermons which address the needs and nourish the faith of God's people.
 - b. Administer the Sacraments of the Church in coordination with the Worship Committee.
 - c. Work in conjunction with Church musicians.
3. Through Worship and by personal example, lead and challenge the members of First Presbyterian Church to strengthen their relationship with Jesus Christ as Lord and Savior.
4. With the session, oversee the administration of all aspects of the First Presbyterian Church.
 - a. Serve as the moderator of the session, assisting and guiding the decision-making processes of this governing board.

- b. Ensure that the session, staff, and members of First Presbyterian Church are conducting our church family life and ministries in accordance with God's Word and God's leading.
- 5. Exercise direct supervision over the Director of Youth and College Ministry, Director of Children and Adult Ministry, Administrative Assistant and general supervision over the Choir Director, Musician, and Praise Team Leader.
 - a. With the Personnel Committee in its annual/semiannual process of performance appraisal and salary review of each paid staff member.
- 6. Work in coordination with volunteers, in the ministries of the First Presbyterian Church, under the guidance of the session.
- 7. With all committees of session, the Sr. Pastor helps develop and oversee the process for the annual budget.
 - a. Assist in setting financial mission goals at the local, Presbytery, and General Assembly levels.
- 8. With the Mission and Evangelism Committees, assist in mission interpretation efforts and encourage the congregation to support the mission program beyond the local church, personally and financially.
- 9. Initiate the programs for Church membership care and growth:
 - a. Conduct classes for prospective members.
 - b. Provide leadership and oversight of written and spoken communication with the congregation and within the community.
 - c. Be available to collaborate with mentors who conduct and lead the Confirmation classes.
 - d. Teach classes for members of First Presbyterian Church to challenge and nurture their relationship with Jesus Christ as Lord and Savior.
 - e. Conduct marriage preparation consultations.
 - f. Officiate at weddings according to session policy at Pastor's discretion.
 - g. Officiate at funerals as requested.
 - h. Be available for bereavement counseling.
 - i. Be responsible for Pastoral visits to meet the needs of the sick, aged, and individuals with disabilities.
- 10. Conduct counseling sessions for concerns related but not limited to:
 - a. Spiritual
 - b. Personal
 - c. Marital
 - d. Moral

11. Participate in Derby Ministerial Association and local ecumenical interfaith activities.
12. Accept the responsibility of Presbytery membership and participate in its specialized ministries.
13. Develop and maintain a continuing program of personal growth and development.
14. Perform other Ministerial/Pastoral duties as required.

Primary Competencies and Abilities:

1. Commitment to discipleship.
2. Passion to Love, Preach, and Teach God's word.
3. Unwavering commitment to God, spiritual growth, worship, and prayer.
4. Commitment to missions, outreach, and evangelism.
5. Proven leadership abilities and management skills.
6. Effective communication and personal relationship skills.
7. Ability to develop and nurture a team who acts on God's leading.
8. Must be ordainable in the Evangelical Presbyterian Church (EPC).

Physical Requirements:

The physical requirements are representative of those that must be met by an employee to successfully perform the essential functions to this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

- Occasionally required to carry or lift items up to twenty-five pounds.
- Occasionally performs activities that require bending and reaching, squatting, balancing and trunk twisting throughout the day.
- Constantly able to communicate verbally and in written form.
- Frequently able to use vision for viewing computer monitors and written materials.

Working Environment/Conditions:

- Persons employed in these duties are not called on as part of their employment to perform or assist in emergency medical care or potentially exposed to bloodborne pathogens.
- The noise level is moderate, and work is performed in an indoor, well-lit heated, and air-conditioned environment.
- Work is subject to frequent interruptions, communications and visits related to the work of the church.