



November, AD 2024

Dear Potential Candidates,

We at First Presbyterian Church, Baton Rouge, Louisiana are so excited about your interest in reviewing our Church Information Form. We hope that this CIF piques your interest in our wonderful church.

While this CIF is nominally directed to an Associate Pastor for Teaching and Leadership, the expectation is that the Associate Pastor who is called will succeed our Senior Pastor of 20 years, Gerrit Dawson, approximately 4 to 6 months following the call. Accordingly, the responses contained in the CIF are more directed to the role of a Senior Pastor. We have attached two separate job descriptions to delineate the expectations of both the interim and permanent roles for which we are seeking a pastor.

We are also attaching our recently completed Strategic Plan by which the session, with considerable congregational input, has set direction for the coming years. We think you will find in these materials a vibrant congregation ready to press deeper into Christ and reach further into the world as our third century approaches.

Again, thank you for taking the time to review our CIF. If I can answer any questions, please do not hesitate to contact me.

Sincerely,

Brett Furr, Chairman

Pastoral Search Committee

## **First Presbyterian Church of Baton Rouge**

### **Senior Pastor Job Description 2024**

**For more information contact Brett Furr, Pastoral Search Committee chairman ([brett.furr@taylorporter.com](mailto:brett.furr@taylorporter.com)).**

#### **Responsibilities:**

**Cultivate personal Christian maturity** through a daily life characterized by personal prayer, devotional reading of Scripture, exegetical reading of Scripture, growing fruits of the Spirit, attention to maintaining physical vigor and mental health, a loving marriage and a robust, sacrificial love for family.

**Prepare and Preach Vibrant Biblical Sermons** approximately 40 Sundays per year, as well as on special occasions, weddings and funerals. Work closely with the Director of Worship in the planning and preparation of all worship services. Plan long term to present the full scope of Scripture while planning short term to interact with urgent needs in the community and the seasons of the church year.

**Teach** in Sunday school classes, community groups, Discover First new member class, St. James Chapel, MDO chapel and other venues throughout the year as able.

**Lead in Vision** for expressing the church mission in programs and initiatives, working with session, staff and congregants in the process of vision discernment. Communicate a vision of passion for Christ, urgency in mission, energy for excellence and harmony in relationships.

**Nourish the Church Culture** of being a loving, caring congregation that bases its faith and life on the Scriptures as we embrace members from a wide range of traditions including Reformed, catholic, Baptist, non denominational.

**Oversee the Rhythm of Church Life** in balancing the calendar of events, programs, and ministries that occur in a year, setting a healthy pace for the church and keeping the main things front and center. Provide vision and leadership for all-church festival events such as Palm Sunday, Reformation Sunday, Bi-Centennial, Christmas Eve and single services.

**Encourage City and Global Ministry** by example, through preaching and through the mission committees and staff. Embrace the call to be a church in the heart of the city for the sake of the city. Support the Mother's Day Out and Preschool and the Baton Rouge Christian Counseling Center, as well as other church ministries.

**Oversee the Stewardship** of finances, time and gifts within the worship and program life of the church.

**Lead the Session** by moderating session meetings, overseeing officer training, leading weekly Bible study and prayer for elders, and coordinating biannual retreats.

**Lead the staff spiritually** through leading staff devotion and prayer times, supervising and developing the pastors and working cooperatively and collegially with all staff. Cultivate passion for excellence, harmony, self-starting and collaboration.

**Participate in Pastoral Care and Spiritual Formation** of the congregation through personal appointments and visits (including meetings with confirmation students, families presenting children for baptism, couples preparing for marriage and families planning funerals) and various forms of gathered prayer.

**Participate in EPC Presbytery and General Assembly** meetings and service opportunities, developing supportive and collegial relationships with fellow pastors.

**Resource Committees:** Nominating, Personnel, Session Income Allocation, Committee Assignment Taskforce, Worship and Foundation.

## **Associate Pastor for Teaching and Leadership**

### **Responsibilities:**

**Cultivate personal Christian maturity** through a daily life characterized by personal prayer, devotional reading of Scripture, exegetical reading of Scripture, growing fruits of the Spirit, attention to maintaining physical vigor and mental health, a loving marriage and a robust, sacrificial love for family.

**Work Closely and Cooperatively with the Senior Pastor** in a) learning and executing the responsibilities of the pastor position b) offering ideas, suggestions, and fresh vision.

**Learn the Culture** of the church, the city and the state. Identify the working values of the community, the persistent needs and the personality of the church. Learn the highlights of the history of the church and the significant events of the last decade. Learn and interact with the ministry partnerships and missionaries of the church.

**Prepare and Preach Vibrant Biblical Sermons** appx half the Sundays while current senior pastor is in place, as well as when requested on special occasions, weddings and funerals.

**Teach** in Sunday school classes, community groups, Discover First classes, St. James Chapel, MDO chapel and other venues throughout the year as able.

**Moderate Session** appx half the meetings while current senior pastor is in place, Lead session Bible study the weeks before preaching.

**Lead Staff Devotions** and staff meetings every other week.

**Invest in Relationships** focusing particularly in the first year on meeting key leaders of all ages. Conduct one on one meetings with all staff in first year. Visit hospitals and the homebound as coordinated by Associate Pastor for Pastoral Care.

**Prepare to Become Senior Pastor.** Within 3 to 6 months of serving as Associate Pastor, accept a call from the Senior Pastor search committee to become senior pastor.