



Job Description

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|------------------------------|----------------------------------------------------|--------------------------------|-------------|
| Job Title: | Senior Pastor/ Teaching Elder (EPC) | Congregation Size | ~150 people |
| Reports to: | Session & EPC Ministerial Vocation Committee | Position Type: | Pastoral |
| Work Schedule: | ~40-50 hours/week | Full Time or Part Time: | Full Time |
| Location: | Houston, TX | Level/Salary Range: | Negotiable |
| Benefits Eligibility: | Yes | FLSA Status: | Exempt |

www.cityofrefuge.org

Job Summary

We seek a passionate follower of Jesus Christ who will lead, teach, and model the heart of our Chief Shepherd in pastoring a multicultural, intergenerational, and economically diverse congregation. Additionally, the Senior Pastor will lead the governing body of elders and church staff to work in a collaborative culture of Christ-centered diversity.

City of Refuge Church is a unique community of believers that seeks to live faithfully, equip for ministry, and grow in spiritual maturity. We are united by a mission to call and equip a diverse body of Christ-followers to make Him known (Matthew 28:19-20; Ephesians 4:11-12).

Principal Responsibilities of the Senior Pastor

- † Pacesetter, thought-leader, and spokesman for City of Refuge's (COR) ministry of reconciliation (2 Cor 5:16-21), first exhorting to love the Lord with all of our heart and mind, then loving our neighbors, especially those whom society regards as marginalized and the least.
- † Faithfully and competently preach and teach God's Word in public worship, so that the church will grow to maturity in Christ; working toward unity on the essentials of the faith (2 Tim 4: 1-4; Titus 1:9). Helping members understand the current culture and times in light of the Holy Bible.
- † Collaboratively lead with the governing Session of Elders (Moderate the Session, see Ch 18 of Evangelical Presbyterian Church (EPC) [Book of Order](#)).
 - o Collaborate with the Session in discerning the spiritual direction and governance of the church
 - o Principal liaison between the Session and staff members
 - o Manage conflict in an effective, biblical manner that strives for unity among staff and ministry leaders
- † Foster and advance a culture of Christ-centered diversity; this includes effectively communicating the Scriptures to a cross cultural, intergenerational, and economically diverse congregation.
- † Oversee the training & equipping of Elders, Deacons, teachers, community group leaders and other ministry leaders. Passionate about discovering and developing the spiritual gifts of the congregation so they can lead in the ministries God calls them to.
- † Develop the gift of teaching on a preaching team, giving opportunities for the exercising of this gift.
- † Lead, pastor, and develop the church staff in a collaborative culture.
- † Model the heart of our chief Shepherd in caring for, protecting, encouraging, and discipling individuals (1 Peter 5: 1-4). This includes providing pastoral and biblical counseling (e.g., premarital counseling) for families and individuals, as needs are presented.
- † Perform marriages, infant* and adult baptisms, and funerals; administer the sacraments; visit the sick and those in prison; or equip and appoint representatives to fulfill these duties.
- † Give support to our Local and Global Missions Committees, and encourage leadership and service in these ministries.
- † Maintain active relationships with local ministry partners or networks involved in multicultural ministry.

† Maintain a good relationship with the local presbytery and attend quarterly conferences.

* Infant baptisms only if requested, not mandated

Qualifications

Character Requirements

Spiritual maturity as demonstrated through unbiased judgment, temperament, outside reputation, and a personal walk with Jesus Christ. Compassionate and sensitive to those from diverse backgrounds; understanding that we are all image bearers, being renewed after the image of our Creator (1 Tim 3:1-7; Col. 3:10).

Minimum Educational/Knowledge Requirements

- † Five years minimum of pastoral experience; 10 or more years preferred
- † Seminary degree preferred
- † Command of the Scriptures, including knowledge and use of original languages
- † Willingness to be ordained in the EPC

Skills and Experience

- † Exemplary personal lifestyle and a track record of sensitive, strong servant-leadership in one's immediate family
- † Experience working collaboratively and successfully on a team
- † Five years of experience in a cross-cultural, intergenerational, and economically diverse organization
- † Three years of experience in staff leadership
- † Demonstrates excellent interpersonal skills, empathy, and compassion
- † Experience resolving conflict biblically, in a personal or professional capacity
- † Experience with community engagement preferred
- † Some finance/HR experience preferred

Communication Requirements

The Senior Pastor role requires effective cross cultural communication skills, both written and verbal. Must be able to communicate to individuals and groups from diverse backgrounds, and the congregation as a whole.

Working Environment

- † Flexibility with regards to work schedule
- † Ability to effectively manage a small team of staff (less than 5)
- † Comfortable working in an metropolitan environment and with a diverse population
- † Handle occasional crisis situations

Physical Requirements

Nothing that will hinder from essential job performance

For more information, or to apply, visit our website at:
<https://www.cityofrefuge.org/ministry/pastoral-search>
and complete an Expression of Interest form.