



**Position Description:  
Pastor**

*Cultivating a community of followers who embody Jesus' message of grace and love for all people.*

**Title:** Pastor

**Reports To:**

**Effective:**

**Personnel Committee Approval:**

**Position Description and Responsibilities:** (purpose, authority, scope)

We are a community anchored in worship and celebration and committed to reflective faith and to opening our hearts to all people. In response to the grace and love we have received; we will intentionally invest in the cultivation of authentic and supportive relationships with community partners and the next generations of children/youth and their families that they might flourish.

The Pastor at Valley Community Presbyterian Church will lead the church in living out our vision and establishing our presence in the community in this changing world. The Pastor seeks to be faithful to God's call while ministering to congregants, staff, and the community. The Pastor will provide leadership in the areas of worship, Christian education, pastoral care, innovation, lay leadership development, staff development and new member classes. The Pastor participates in weekly staff meetings, session meetings, various church committees, and in the Presbytery.

**Principal Duties:** (General functions subject to change according to church need.)

**General Responsibilities**

- Innovate and create programs to meet emerging needs in the community and within the congregation.
- Work with congregation to establish greater presence in the community.
- Build relationships with families and the community.
- Provide active leadership and encouragement to the session and congregation in developing programs reflective of our calling.
- Preach, lead worship, administer sacraments, and provide a teaching ministry to encourage spiritual growth of the membership and outreach to the community.
- Strengthen and build member faithfulness as Christian stewards.
- Mentor others spiritually.
- Share a ministry of compassion, comfort, and hope in hospital and home visits, crisis counseling, funerals, and weddings.
- Be head of staff; lead, direct, and supervise program and support personnel.
- Assume necessary responsibilities in oversight of church operations.
- Oversee, encourage, and support ministries of Personnel, Worship and Stewardship, the Nominating Committee, Deacons, Preschool Director, and other groups/committees.
- Provide leadership/resourcing in organizational development and staff management.
- Moderate session.
- Participate in the work and ministry of governing bodies beyond Session, representing Valley with ecumenical groups and other organizations.

### Pastoral Care

- Conduct timely hospital and home visitation as needed.
- Serve as a contact person or referral for individuals in crisis or transition.
- Seek new opportunities for mission.

### Leadership Development

- Develop, revitalize, and support specific programs.
- Plan educational programs for staff.
- Plan and participate in professional development in consultation with the Personnel Committee.

### New Member Classes

- Conduct new member classes.

### **Required Education/Certification:**

- Master's degree in divinity, with Clinical Pastoral Education preferred.
- Minister of Word and Sacrament.
- Ordained in the Presbyterian Church. Open to considering applicants from other Reformed denominations.

### **Required Skills and Gifts:**

- We desire a **visionary** pastor who inspires us to see and pursue possibilities.
- We seek someone who acknowledges differences in society and values **inclusion**.
- Our Pastor must demonstrate **adaptive leadership skills** and communicate clearly.
- Our church needs a **strategic leader** who listens closely and engages collaboratively to motivate steady progress.
- A successful pastor will act as a **self-motivated change agent** who is adept at navigating cultural shifts with hope, joy, and persistence.
- Valley Community will thrive with an **entrepreneurial** pastor who proactively pursues opportunities with creativity and drive.
- We require a disposition that includes **self-improvement** and willingness to seek help and feedback.
- Our community needs a **compassionate** bridge-builder who forms strong, caring relationships with staff, congregants, committees, and members of the broader community.
- We look for a **spiritual nurturer** who will encourage the spiritual growth of the congregation and cultivate our unique skills and gifts to serve the community.
- The Pastor must exhibit **social and emotional intelligence** and a desire to interact with congregants.
- Our Pastor must be a **resilient** and **faithful** shepherd who will embrace the calling to serve with enthusiasm while demonstrating self-differentiation.

### **Work Environment Considerations:**

- Evening and weekend work is required.
- Work as part of a team in identifying needs, developing plans, and implementing activities.
- Requires spiritual and emotional support of individuals and groups.
- Requires use of own vehicle.
- May require lifting, standing, and reaching.