



**FIRST PRESBYTERIAN CHURCH OF FAIRBANKS  
547 SEVENTH AVENUE, FAIRBANKS ALASKA  
POSITION PROFILE**

**PURPOSE:** First Presbyterian has always had a heart for evangelism. We are seeking a pastor who shares this vision and who can effectively lead us in fulfilling our mission.

**TITLE:** Lead Pastor

**REPORTS TO:** Elders on Session through the Personnel Committee  
Presbytery of the Northwest

**HOURS:** Full time

**PAY:** \$75,000 – \$90,000, DOE

**BENEFITS:** Medical, vacation, retirement, housing allowance, sabbatical

**OBJECTIVE:** While leading in worship, preaching the Word, and administering the sacraments, assist First Presbyterian to continue to grow in spiritual and emotional health and in purpose as outlined below.

**MINIMUM QUALIFICATIONS:**

1. Master's degree from an accredited theological seminary,
2. Theologically able to affirm the 7 Essentials of the EPC and its Book of Order,
3. No disqualifying convictions in their past.

**Church Needs:**

- Leadership in clarifying our vision of ourselves as a people of God with a mission and our unique contribution to the kingdom of God. We have a mission statement and we know that our location is a statement from God about our mission.
- Re-engagement and further development of a small group ministry that disciples and builds authentic community as a means of spreading the gospel.
- Leadership in developing a cradle-to-grave discipleship program which promotes a depth of intimacy with, and biblical knowledge of, God the Father, Jesus our Savior, and the work of the Holy Spirit in us and through us.

- Having experienced brokenness in our relationships and continuing a path toward peace and wholeness, we need a leader who recognizes his or her own brokenness while at the same time having a healthy, holistic, biblical approach to relationships and peace making.

**The Lead Pastor will operate in four key areas:**

**1. Pastor and Shepherd of the Flock**

- a. Coordinate and lead worship services that help the congregation and guests become more aware of God's glory, grace, love and holiness. Conduct worship services which welcome the presence of the Holy Spirit, His conviction and His call to a personal relationship with Jesus Christ and that attenders would then be inspired to share Christ's love and freedom with others.
- b. Model personal spiritual growth and maturity by disciplined study, prayer, worship, humility, and outreach.
- c. Be responsible for conducting the sacraments – Holy Communion at least once a month and baptisms as needed. In conjunction with Deacons, conduct requested funerals and weddings as true worship services, providing pre-marital counseling to promote lasting, solid, God-centered marriages.
- d. In conjunction with the Deacons, other care committees, Elders, other directors and/or pastors, provide pastoral care to church members including, but not limited to hospital, extended-care facility, and home visits, counseling, as needed or as your expertise extends to, and crisis spiritual counseling.
- e. Provide significant input in vision casting and goal setting.
- f. Help define strategic goals and vision as a key leader among staff and elders.
- g. Assist the staff in developing new ministry programs, as directed by the Holy Spirit, which are appropriately responsive to identified needs and church growth.

**2. Chief of Staff**

- a. Provide oversight and leadership to a small staff which currently includes three full-time positions (Youth Director, Children's Director, Office Manager) and two part-time positions. Expectation is that you will help each individual reach their highest potential and fully use their God given gifts while providing encouragement and appropriate accountability.
- b. Lead staff meetings on a regular basis for the purpose of team building, joint decision making, vision casting, team accountability, and calendaring.
- c. Provide yearly evaluations of each employee and recommendations to the Personnel Committee regarding salary on a yearly basis at budget time.
- d. Oversee training and development for staff, including self-development in leadership and administrative skills.

**3. Elder and Congregation Liaison**

- a. Serve as Moderator of Session and all congregational meetings, nominating a proxy when needed and appropriate.
- b. Serve as a resource to ministry teams and committees.

- c. Facilitate ongoing, open communication within the church, including among Session, Deacons, ministry teams, nominating teams, staff, committees and the congregation.

**4. Business and Facility Operations**

- a. Engage with Session on business and facility operations. The building is in good repair with a building program recently completed and paid for.