



**First Presbyterian Church**  
Bakersfield, California  
**Position Description**

**Position Title: Senior Pastor**

(rev. 8/23)

*(Note: Statements in this description are intended to reflect, in general, the duties and responsibilities of this position and are not to be interpreted as all inclusive.)*

**Basic Foundation:**

The Senior Pastor will provide spiritual and pastoral leadership for First Presbyterian Church, Bakersfield (First Pres) within the framework of the Evangelical Presbyterian Church (EPC) polity. The Senior Pastor will lead First Pres in becoming a community of faith passionately committed to knowing Christ, loving one another and blessing the world by providing primary leadership in the areas of preaching, teaching, worship, missions and prayer.

**Nature and Scope of Responsibilities:**

- The Senior Pastor will work closely with the Session in formulating vision and strategies based on scripture and God's leading of First Pres. The Senior Pastor will manage the Church on behalf of the Session by overseeing, directing and supporting his/her direct reports to accomplish the vision set for them.
- The Senior Pastor will oversee the Associate Pastor, Director of Missions, Director of Worship Arts and the Director of Operations.
- The Senior Pastor will be an ambassador to the Bakersfield community on behalf of First Pres.

**Primary Job Functions:**

1. Oversight of preaching, teaching, corporate worship and prayer:
  - Prepare and preach sermons that will move people toward inviting people into meaningful life through knowing Christ, loving one another and blessing the world.
  - Preach at least forty Sundays per year.
  - Encourage the congregation's mission through regular communication (oral, written, visual, etc.).
  - Along with the pastoral and program staff, oversee the general direction of teaching in adult, youth and children's education, and the materials used in these settings, in partnership with session.
  - Oversee and facilitate the preparation of creative, engaging, and welcoming worship services.

**::Inviting people into meaningful life through knowing Christ, loving one another, and blessing the world::**

First Presbyterian Church | 1705 17<sup>th</sup> Street | Bakersfield, CA 93301 | Phone: 661.325.9419 | Fax: 661.325.5641 | [www.fpbchurch.com](http://www.fpbchurch.com)



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2. Pastoral Care:

- Work closely with the Associate Pastor to help coordinate pastoral care.
- Provide pastoral counseling for congregational members when feasible.

3. Champion First Pres' Mission:

- Live out First Pres' mission statement with the people of First Pres.
- Regularly communicate our mission in preaching, prayer meetings and other forums.
- Pursue and develop new leaders to begin and participate in ministries that enliven the First Pres mission.
- Pray for and regularly communicate our church's outreach in the city and world.
- Represent First Pres in Bakersfield and Kern County, looking for opportunities to develop relationships with other pastors and leaders in the community – all in the context of encouraging and supporting First Pres in fulfilling the Great Commandment and living out the Great Commission.

4. Oversight of Session and Staff:

- Plan and moderate session meetings.
- Oversee senior staff leadership team, creating a collegial atmosphere for its members.
- Provide leadership and guidance for designated staff meetings.
- Supervise staff.

5. Other Responsibilities:

- Regularly attend and participate in the work and ministry of the Presbytery.
- Regularly attend and participate in the EPC General Assembly when feasible.
- Personal Life
  - Maintain an active prayer/devotional/study life. He/she must take the equivalent of one day per month (8 hours) for prayer and meditation.
  - Ensure significant time for family life and maintain personal health and wellbeing.

**Qualifications:**

- Minimum of Master's level theological training (M.Div. or equivalent).
- Proven experience as an institutional leader.
- Ordained – or willingness to be ordained – in the EPC.
- Agreement with both the mission statement and core values of First Pres and the EPC.
- Excellent communication, interpersonal and motivational skills.

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**Physical Requirements:**

Type of Activity	% of Work Time Spent on Activity			
	0-24%	25-49%	50-74%	75-100%
Seeing				<b>X</b>
Hearing				<b>X</b>
Speaking				<b>X</b>
Standing/Walking/Sitting	<b>X</b>			
Climbing/Stooping/Kneeling	<b>X</b>			
Lifting/Pulling/Pushing	<b>X</b>			
Fingering/Grasping/Feeling				<b>X</b>

**Travel Requirements:**

- Travel is not required

**Working Conditions:**

- Good working conditions with the absence of disagreeable conditions.

***The above job description is not intended to be an all-inclusive list of duties and standards of the position. Incumbents will follow any other instructions, and perform any other related duties, as assigned by their supervisor.***