OPPORTUNITY PROFILE

Associate Pastor of Equipping & Sending

Presented by:

SIMA Partners for Churches

www.sp4churches.com
First Presbyterian Church of Houston [https://fpchouston.org/](https://fpchouston.org/) is seeking an Associate Pastor of Equipping and Sending, one led by the Holy Spirit to bring the congregation deeper into our culture-changing vision of empowering people to live in mission – intentionally living out the commandments to love God with all your heart and your neighbor as yourself. As a key member of the pastoral team, this pastor will have a passion for leading and inspiring the church body and individuals to “show and tell” the good news of Christ by the way they live.

First Presbyterian Church of Houston is a part of the Evangelical Covenant Order of Presbyterians (ECO). It is a 179-year-old, gospel-centered, mission-focused, intergenerational church that focuses on carrying the gospel across Houston and around the world. Its theology is Reformed as expressed in the ECO Essential Tenets and the Book of Confessions; its governance is Presbyterian – ruled by elders – as defined in the Polity and Discipline of ECO, all under the authority of Jesus Christ as revealed in the Holy Scriptures.

Strategically located in the Museum District just south of downtown and near the world-renowned Texas Medical Center, the church sits at a crossroads of Houston culture and life. With a membership known as leaders and starters in the community, First Presbyterian Church of Houston is a congregation with a history of innovation and a willingness to extend itself in even greater ways in the future.

The following core values are part of the vision of First Presbyterian Church of Houston:

* We experience Jesus through gospel-based preaching, teaching and worship
* We initiate ways to share Christ's love near and far
* We leverage our legacy to be a beacon for Christ
* We invest tirelessly in our children and youth as the future of our church
* We are a resilient community

The words “gather, grow, and go” are symbolic for the ministries of the church. The church gathers in groups large and small for study, fellowship, service, and worship. Four Sunday worship services feature quality, gospel-centered preaching and music with formats ranging from praise and worship to traditional to contemporary.

Growth ministries are focused on empowering followers of Jesus Christ through biblical teaching and small group studies to be people grounded in Scripture and urging one another on toward being more and more like Christ. A large variety of discipleship experiences help people connect with others and grow in loving God and loving others.

The emphasis of the missions ministry is to go into the world to share the gospel as individuals and as a body. There are a variety of ways to serve within the church, within the city, and throughout the world. [https://fpchouston.org/go-on-mission/](https://fpchouston.org/go-on-mission/)
Exciting new initiatives such as Mission Innovation, [https://fpchouston.org/mission-innovation/](https://fpchouston.org/mission-innovation/) church planting, ministry empowerment, and evangelism and a long history of missional partnerships locally and globally are evidence of the historical and current commitment of First Presbyterian Church of Houston to reach beyond its walls to be an agent of transformation.

First Presbyterian Church of Houston also houses the highly-regarded Presbyterian School offering early childhood – middle school education and featuring values, creativity and innovation in the classroom. [https://www.pshouston.org/](https://www.pshouston.org/)

THE NEED, THE OPPORTUNITY AND THE ROLE

The church’s Vision 2020 ([https://fpchouston.org/am-site/media/101vision-2020.pdf](https://fpchouston.org/am-site/media/101vision-2020.pdf)) focus on being a sending church adds importance to the role of Associate Pastor for Equipping and Sending--the one who will lead in incorporating this into the church culture.

Therefore, the ideal candidate will have experience in building and leading a discipleship and missions ministry, now being called equipping and sending. Able to thoughtfully articulate a theological, ecclesiological and conceptual framework for a ministry of equipping and sending, the primary endeavor will be to develop a vision and craft an approach that transforms the current discipleship and missions ministries into a more integrated effort.

As the spearhead and spokesperson for creating a culture of equipping and sending, the Associate Pastor will establish, develop and grow a comprehensive pathway of equipping adults that leads to increasingly significant missional engagement in the lives, work, community and world by individuals and the congregation.

The Associate Pastor of Equipping and Sending will be responsible for overall leadership of the ministries including oversight of the staff. In what has been two distinct ministries, the ideal candidate will possess the gifts to foster a coordinated effort through development of a collaborative environment among the staff leading to greater synergy and integration between equipping (discipleship) and sending (missions) ministries. To bring this about, the Associate Pastor will:

- Develop a congruent strategic approach and create goals and objectives to fulfill the vision and bring about seamless integration
- Guide, mentor, hold accountable and pastor the staff so that they are aligning their work with the overall strategic direction and developing professionally and personally
- In concert with the staff, guide the planning, and implementation of ministry initiatives and programs and set the annual plan and budget, and execute accordingly
- Be the champion and voice for missional discipleship
- Identify and equip lay leaders to assist in the work of the ministries
- Shape the specific vision to prepare covenant partners to carry the gospel outward and provide individual direction for those ministries
Current ministries of the Equipping and Sending ministry include:
• Small groups
• Sunday schools
• Young adult ministry
• Men’s and women’s ministry
• Local and global missions

Current Equipping and Sending staff includes:
• Director of Discipleship
• Director of Young Adults
• Director of Ministry Partners and Engagement, which includes global and local missions
• Full-time Missions Coordinator
• Part-time Discipleship Coordinator
• Part-time Administrative Assistant

QUALIFICATIONS and CHARACTERISTICS

The ideal candidate will possess the following qualifications and characteristics:

Qualifications

• Master of Divinity or Theology
• Ordination in ECO or a recognized Reformed denomination
• Adherence to ECO Essential Tenets
• Well developed theological and conceptual framework for missional discipleship
• Demonstrated experience:
  • Conceiving, developing and implementing a strategic discipleship pathway resulting in expansive missional engagement
  • Creating a church culture where the integration of missions and discipleship transforms how we “love our neighbors”
  • Creating and managing a process for recruiting and mobilizing lay leadership
  • Leading, developing and managing a staff team of four or more
  • Leading worship including significant preaching and teaching role
• Proven administrative skills, including an ability to plan, develop, implement and manage programs.
• Strong knowledge of the Bible and Reformed theology

Personal Qualities and Characteristics

• A deep love for the gospel of Jesus Christ and a passion and calling for evangelism and missional living.
• Good leadership and interpersonal skills with the ability to work well with others.
• Highly relational with an ability to connect with members and the community at large.
• Culturally astute
• Strong communication skills
• A visible, accessible, gospel-centered lifestyle of prayer, study, and missional living
• Should be committed to excellence and innovation; responsible and trustworthy
INQUIRY PROCESS

To apply for the position, please contact Rick Heltne of SIMA Partners via email and include a current resume outlining your experience and relevant qualifications and sermon samples or links. In addition, please provide succinct responses to the following:

- After familiarizing yourself with the mission, values and theological perspectives of FPC-Houston, comment on the ways in which your personal theology and vision for leadership are in alignment.

- Describe your Christian faith journey and practice of spiritual disciplines.

- Articulate your understanding of the church’s role in the changing or changed cultural landscape.

- Articulate your theology and philosophy of discipleship and missional engagement as well as your experience building, leading and growing ministries of this type.

- Describe what is most motivating or compelling to you about the position at FPC-Houston.

Please also provide at least five references including email and phone contact information for each person. We will not contact your references until later in the process and only upon your approval.

Submit all materials to:
Rick Heltne – Partner/Senior Search Consultant
rhe@simapartners.com