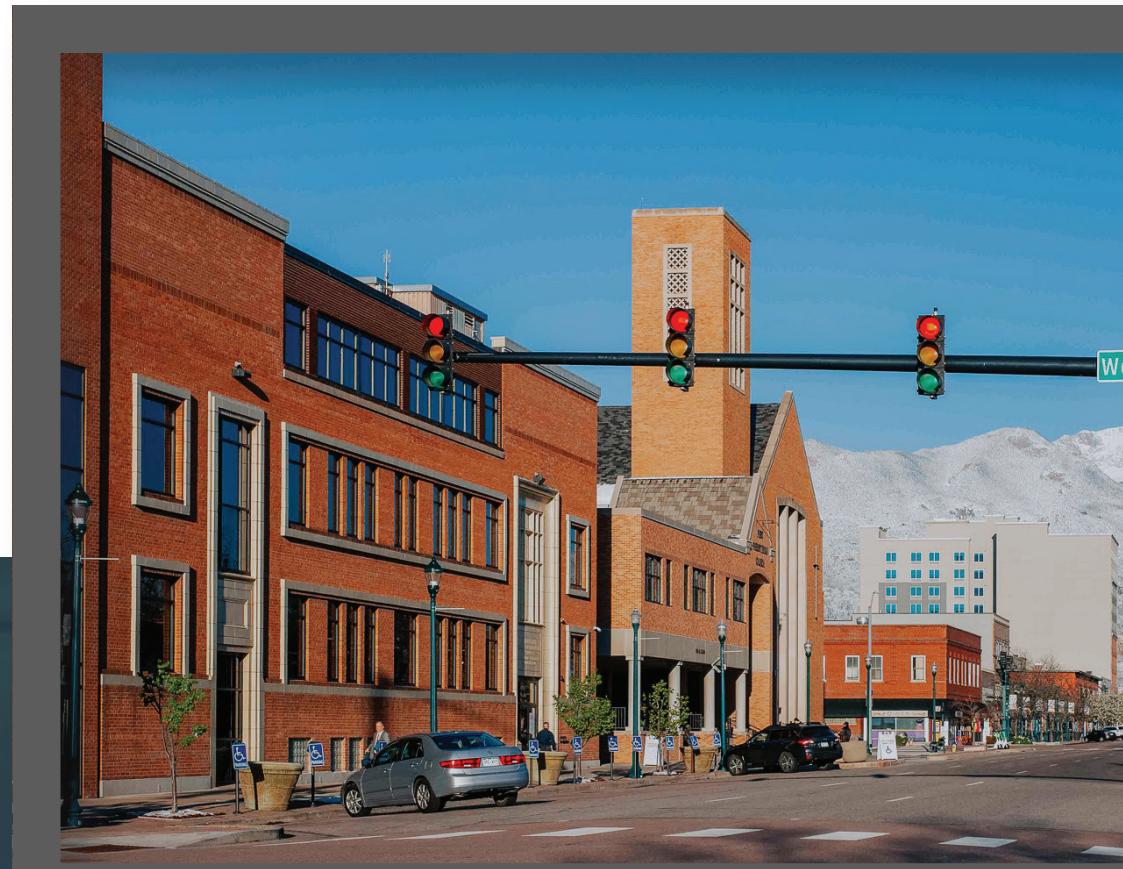




FIRST  
PRES



OPPORTUNITY PROFILE  
**EXECUTIVE PASTOR  
HEAD OF STAFF**

## THE OPPORTUNITY

First Presbyterian Church, located in Colorado Springs, Colorado has launched their search for an Executive Pastor/Head of Staff. The Executive Pastor serves as the second chair leader to the Lead Pastor, and implements his/her vision and directives. As Head of Staff, he/she oversees all operations to ensure that the ministries of First Pres are in alignment with healthy systems, strategies, and a thriving staff.



## THE CHURCH

First Pres is a worshiping community with live Biblical preaching in two contemporary and two classical worship services each Sunday.

From 1872 to present day, First Pres has proclaimed the Gospel of Jesus Christ in the tones of the Reformed Tradition. Faithful to the wisdom of the past, First Pres is devoted to the mission of today-reaching Colorado Springs for Jesus. At the heart of the church is their mission, to be *Light and Life for the City*.

First Pres exists to see lives transformed in the power of Christ, shaping believers into Christian disciples who proclaim the Light of the Gospel and demonstrate the Life of Jesus to our City, bringing many to saving faith in Christ and the whole world to glorify God.

They are a missions minded church with numerous local missions' partners and several strategic international ministry partners. The continued ministry of First Pres is to reflect the love of Jesus in their City and throughout the world.

## THE POSITION

The Executive Pastor serves as the second chair leader to the Lead Pastor and implements their vision and directives. As Head of Staff, he/she oversees all operations to ensure that the ministries of First Pres are in alignment with healthy systems, strategies, and a thriving staff. They also develop and maintain a close professional and personal relationship with the Lead Pastor to ensure mutual trust, chemistry, loyalty, and understanding as it relates to vision, passion, giftedness, and culture. Salary Range \$140,000 – \$170,000.



### RESPONSIBILITIES:

1. Recruit, train and empower a healthy, motivated staff who understand the mission and their role by casting and re-casting the vision/strategies.
2. Assess the emotional and spiritual health of the staff and implement change strategies based on assessments.
3. Develop and maintain close professional and personal relationships with Direct Reports to ensure mutual trust, loyalty, and compatibility.
4. Meet with Direct Reports focusing on spiritual, emotional, giftedness, physical well-being, while exploring motivation, metrics, and obstacles.
5. Engaged in HR activities including hiring, termination, exit interviews, and developing and deploying policies.
6. Preach, teach, assist in worship, pastoral visitation, officiate weddings and funerals, provide pastoral care and counseling as requested.
7. Assist the Business Administrator in preparing the annual budget and support the annual stewardship campaign.
8. Resource the Nominating Committee in identifying men and women to serve as Elders and Deacons.

### EXPERIENCE:

1. Five plus years of proven experience with demonstrated ability to serve the Church through organizational leadership
2. Experience in a senior pastoral, corporate, or non-profit environment having led and initiated the integration of staff, volunteers & membership
3. Experience relating to and informing a Session or Board of Directors
4. Navigated complex HR, comp and benefits planning including legal constraints
5. Shaped and implemented complex strategic communications planning across print and digital platforms in a multi-stakeholder environment
6. Ability to identify gifts and skills, mentoring and development of future leaders

## **SPIRITUAL REQUIREMENTS:**

1. A personal and mature commitment to Jesus Christ as Savior and Lord
2. A commitment to a Christian worldview, lifestyle and ethics
3. A compelling call from God to serve in full-time, ordained ministry
4. The spiritual gifts of leadership, teaching & administration
5. Firmly rooted in Reformed theology
6. Fully committed to and supportive of ECO's Essential Theological Tenets, Polity, and Core Competencies

## **TRAITS:**

1. Strong emotional intelligence, able to manage conflict, crisis, and complexity
2. Exhibits genuine love, respect and support for colleagues and lay leaders, placing the good of the whole over individual preferences, and priorities
3. Ability to navigate using diplomacy, wisdom & discernment
4. Thoughtful decision maker for the benefit of staff and organizational health

## **EDUCATION REQUIREMENTS:**

1. B.S degree from an accredited undergraduate university required
2. M.Div./MA (or equivalent) from an accredited theological institution required
3. D.Min./Ph.D. from an accredited theological institution a bonus

## **UPHOLDING A HEALTHY FUTURE:**

1. Continue to implement the surveys and best practices from Best Christian Workplaces.
2. Assess job duties, workload, pace, and related resources for current staff members, and work collaboratively to ensure both equity and health throughout the staff culture.
3. First Pres has cultivated a healthy staff culture marked by trust, open communication, and collaboration, resulting in strong mission alignment and recent recognition as a Best Christian Workplace.
4. Assist the Lead Pastor in assessing Session and Committee structure and develop strategies to enhance effectiveness.



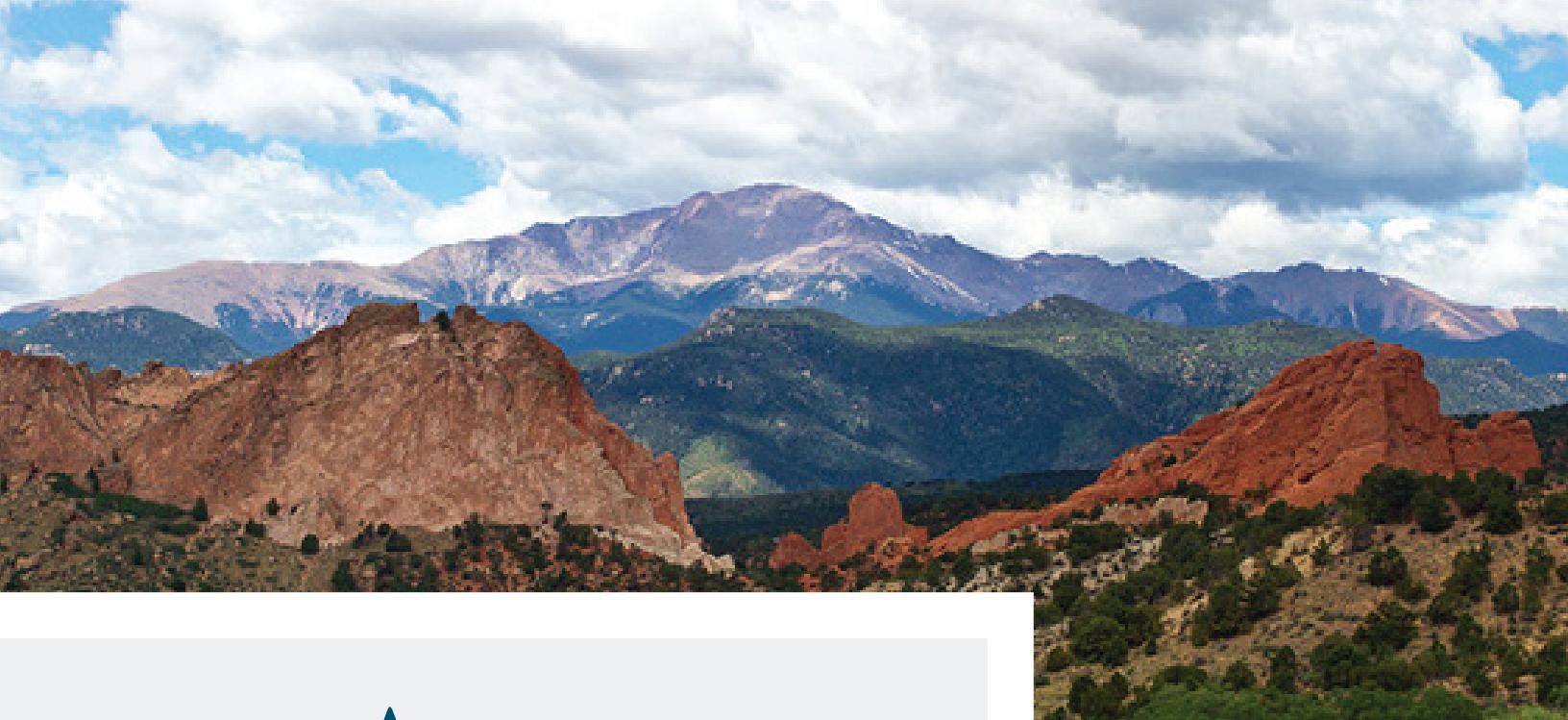


## THE COMMUNITY

Colorado Springs sits at the base of majestic Pikes Peak and is located at the heart of the Front Range in Colorado. Garden of the Gods Park attracts visitors from all over the world. Besides being an outdoor lovers' paradise, Colorado Springs has a vibrant downtown where First Pres calls home. Even with a small-town feel, there are world class venues such as the Colorado Springs Fine Arts Center and the nation's only mountain zoo.

Colorado Springs is a major military hub with the United States Air Force Academy front and center. The Academy is a major tourist attraction unto itself. Additional industries include high tech and tourism. Numerous ministries including the headquarters of the Navigators, Focus on the Family, Compassion International, and Young Life are located within the city.

Residents enjoy almost 250 days of sunshine per year and engage in hiking, fishing, biking, and playing in the countless parks. Shopping, craft breweries, coffee shops, and sporting events are close by with skiing and water sports just hours away.



Rob Lauer, President and Founder of AGORA Search Group, with 35+ years of executive search, pastoral and ministry leadership experience is leading the search. He is passionate and intentional in building relationships with leaders, churches and ministries.

AGORA Search Group has provided retained search, coaching, onboarding, and strategic planning for churches and faith-based nonprofits since April 1, 2000. They are sought after to align mission with vision through placing exceptional leaders, orchestrating healthy transitions, and providing life giving coaching.



**Rob Lauer**

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