

Lead Pastor of First Presbyterian Church Midland

I. About the Church

Founded in 1885, First Presbyterian Church Midland (“FPC”) is in Midland, Texas. Since 2015, FPC has been affiliated with ECO: A Covenant Order of Evangelical Presbyterians. As a member of the ECO Presbyterian tradition, we affirm ECO’s Essential Tenets as a summary of our doctrinal commitments. FPC is a healthy, vibrant church with numerous multi-generational families, abundant long-time covenant partners, and many new or recent covenant partners with young families. Our members are honored to be a part of this thriving family which allows covenant partners to grow in Christ and serve others with joy. Midland is a unique community known for its friendly, generous, entrepreneurial, and family-centered spirit. Its culture encourages innovation, creates meaningful opportunities for service, and offers fertile ground for ministry.

FPC believes that none of us were meant to live a Christian life alone. That’s where the Church comes in. We believe God showed us his love especially through Jesus, but God also means to show his love through his Church, a community so distinct and loving that the world takes notice and is led back to God. It’s that kind of love, God’s love, that leads us out of our doors into our workplaces, our neighborhoods, and our world so we can point people back to Him. We believe Jesus gave us a Great Commission: to go to all people with the good news that God wouldn’t stop at anything to save us. God has called us to love people of all ages, races, professions, abilities, backgrounds, and cultures, showing the same incredible hospitality and generosity God has shown us. We want everyone to find deeper life in Christ, one far more satisfying than anything we could find on our own. In fact, our mission “is to love and lead all people to deeper life in Jesus Christ.”

Just as Midland has grown and the oil industry thrives because it explores deep underground, we want each covenant partner to explore the ways God wants us to discover the depths of God’s design for our lives and His call for us to be transformed - mind, soul, heart, and strength - so we can serve God and others with everything we are. All of who we are and what we do is centered around Jesus Christ, our Lord and God. Our church is just a group of broken people with amazing stories of the ways Christ’s love has begun to recreate us. We want to get to know Jesus, to enjoy Him, and to learn what it means to follow Him in every area of our lives. We want a Lead Pastor that shares those beliefs and desires and can lead us as we grow together in Christ.

II. Lead Pastor Responsibilities

A. Preaching and Worship Leadership

- Preach the Gospel from a biblically faithful perspective, using relatable, life-giving applications of Scripture that inspire listeners to seek Jesus and follow Him more fully.

- Oversee the direction, quality and consistency of sermons, honoring both traditional and contemporary worship services to create meaningful, sacred worship experiences in a multigenerational church.
- Keep Jesus at the center of the church so that people with differing perspectives remain united in Him.

B. Session and Staff Leadership

- Serve as Moderator and leader of the Session, whose responsibility it is to govern and establish the vision, values, and goals for FPC and steward the church's financial resources.
- Direct and supervise FPC's ordained pastors, including the Executive, Outreach, Care and Connection, and Discipleship pastors.
- Serve as head of staff, whose delegated authority from the Session is to manage the staff and ministry teams to execute the vision of the Session and be held accountable for successfully achieving same.
- Mentor staff by fostering teamwork, loving relationships, and personal growth, cultivating a culture where individual gifts strengthen the whole.
- Lead and collaborate with ministry leaders to ensure excellence and unity across worship, discipleship, missions, children, youth, and adult ministries.

C. Congregational Care and Leadership Development

- Shepherd congregants with humility, compassion and connection, raising up and equipping lay leaders to serve in their areas of strength.
- Provide oversight for the congregation's pastoral care through prayer, counseling, administering sacraments, officiating weddings, and presiding over funerals.
- Develop a deep love for the church and its covenant partners.

D. Mission and Denominational Engagement

- Serve as a mission-focused collaborator with other ministries locally (including 4 Midland), regionally, and globally, helping others find and follow Jesus and embracing marginalized communities with Christlike compassion.
- Be ordained, or willing to become ordained, by ECO: A Covenant Order of Evangelical Presbyterians, and work with ministers and lay leaders within the denomination to further its work.

E. Personal Rhythm and Spiritual Health

- Set appropriate personal boundaries for family time and physical, mental, spiritual, and emotional health.
- Protect unhurried time to pray, listen to the Lord, and study Scripture.

III. Qualifications and Attributes

A. Spiritual Life and Theological Conviction

- Demonstrates a strong and evident personal belief in God the Father, Christ the Savior, and the Holy Spirit.
- Pursues Jesus through disciplined spiritual practices, including time with the Lord and accountability in community.
- Lives from an abiding faith in the love of Jesus and the knowledge that he/she is a child of Christ.
- Listens actively for the voice of God, prays with the authority of Jesus, and welcomes the power of the Holy Spirit.
- Shows deep knowledge of Scripture and places God's work and will first in life and ministry.

B. Preaching, Presence, and Pastoral Care

- Is a gifted preacher with an engaging style, delivering biblically based sermons that are challenging, relevant, and connected to daily life.
- Shares fresh, relatable experiences with God that naturally overflow into the lives of others.
- Shows awareness of and sensitivity to the needs of multiple generations of covenant partners and a willingness to be helpful and supportive of covenant partners in their spiritual journeys.
- Brings a humble, warm, personal presence that communicates biblical truth with courage, encourages personal transformation, and builds community through grace, deep listening, and compassion.

C. Leadership and Organizational Strength

- Leads with humility, approachability, teachability, visible prayer, and transparency about strengths and weaknesses.
- Offers visionary leadership that can identify and implement new or evolving strategies to encourage all generations to find and follow Jesus.
- Brings strong organizational, administrative, communication, and interpersonal skills.
- Builds consensus among staff, Session, and congregation around the church's mission and vision.
- Practices collaborative, team-based leadership and can manage and delegate multiple tasks, meetings, sermon deadlines, and communications effectively and efficiently.
- Handles challenging or divisive issues with wisdom and grace.

D. Education and Experience

- Has a Bachelor's degree, a Master's degree, and preferably a Doctor of Ministry from an accredited reformed theological seminary in biblical or theological studies.
- Has multi-year experience as a Lead Pastor or significant experience with a substantial congregation and a large staff.

IV. Application Instructions

Interested candidates should submit their resumes to PNC@fpcmid.org. If you have questions prior to resume submission, you may submit them to the same email address.