We desire to build, inspire, and experience the love of Jesus Christ through worship, service, and spiritual growth within our church, community, and world.

Jerome First Presbyterian is committed to growing in our relationship with Christ as individuals and as a family and to conducting effective outreach to spread the Gospel to unbelievers in our community and beyond. We look forward to the ways in which God will lead our church as we prayerfully and faithfully seek Him. We are expectant upon him as he gives us wisdom in nominating and calling a new senior pastor who will come alongside us to continue in the work and witness of the Gospel of Christ here in Jerome.
Jerome First Presbyterian Church is prayerfully seeking to fill the position of Senior Pastor.

Who We Are

First Presbyterian Church of Jerome is a church that is continuing its 100 year history of providing biblical teaching through sermons, Sunday school, Bible studies, confirmation & baptism classes.

- We provide two unique & equally engaging Sunday worship services— a contemporary & traditional style.
- We have an active ministry within the church & the community through programs such as VBS, family camp, church picnics, men’s retreat, & Presbyterian Women. This resulted in the baptism of 8 new believers in 2016.
- We partner with other churches & businesses to provide for those in need of assistance.

What We Believe

Through God’s love and grace, we serve the Lord by reaching out to others.

- We adhere to the Essential Tenants and Confessions found here http://eco-pres.org/essential-tenets/
- We not only have a desire as a church to go deep in our personal commitment to Christ, but also to share the truth of Christ with our community.
- We stay connected with believers throughout the community & partner across denominational boundaries.
- We believe ministry is a shared responsibility carried out with compassion & cooperation.
- We believe youth & young adults are an integral part of the church & are continuing to grow in this area of ministry.

But the plans of the Lord stand firm forever, the purposes of his heart through all generations.

Psalm 33:11
Jerome First Presbyterian at a Glance

JFPC STAFF

- JFPC has three part time *associate pastors*:
  - Will Ritter – Pastor, Renew Church Plant
  - Dale Metzger
  - Sean Martin – Pastor, Headwaters Church Plant
- Children’s Ministry Director
- Praise Band Leader
- Choir Director & Organist for second worship service
- JFPC has open office hours & secretary
- Nine elders & nine deacons
- Manse is within one mile of the church & within walking distance to Forsyth Park

With this in mind, we constantly pray for you, that our God may make you worthy of his calling, and that by his power he may bring to fruition your every desire for goodness and your every deed prompted by faith. We pray this so that the name of our Lord Jesus may be glorified in you, and you in Him, according to the grace of our God and the Lord Jesus Christ.

2 Thessalonians 1: 11-12a
JFPC is regularly presented with opportunities to serve through:

- Jerome Interfaith Association (food, bus, motel, gas vouchers & food pantry).
- Christmas bags for those working on the holidays.
- Helping moving families with boxes & transportation.
- Yard work assistance for those unable.
- Fellowship of Christian Athletes
- Canyonside Christian School
- Camp Sawtooth
- Headwaters Ministries
- International Partners in Moldova, Mongolia, Kenya/South Sudan

JFPC has also stepped out in faith & has launched a church plant in Jerome called Renew which will meet the needs of our rural community by:

- Providing a safe space for youth to engage in a variety of activities after school.
- Becoming a public space where culture encounters the Kingdom of God.
- Using a coffee shop/youth center atmosphere to build relationships with the public.
- [https://www.renewchurches.com/](https://www.renewchurches.com/)
For it is by grace you have been saved, through faith—and this is not from yourselves, it is the gift of God—not by works, so that no one can boast.

Ephesians 2:8-9
While we realize that no one person can embody all of these skills perfectly, we prayerfully anticipate that our future pastor will encompass the below attributes to a degree:

- Will have a love for Jesus which is not only evidenced at the pulpit on Sunday mornings but every day in his or her personal & family life.
- Someone who has a strong Bible knowledge & preaching abilities.
- Will be willing to collaborate with other churches & ministries within the community.
- Will be willing to develop an understanding & vision for the youth culture of our community.
- Know how to shepherd the flock, have an understanding of family dynamics to give guidance to young & old.
- Will be a friendly servant leader with a sense of humor who understands & lives out the scripture daily.
- An energetic & passionate person who engages with people of all generations & ethnicities.
- Will demonstrate strong leadership development skills.
Pastors interested in applying to First Presbyterian Church of Jerome are invited to submit an application and resume via email to: pnc@fpcjerome.org

Link to Mission Study: https://goo.gl/k0tUET

A minimum of **five years of ministerial experience** is preferred.

**PNC Contact Information**
Janet Avery - Chair  
Cinda Morgan - Co-Chair  
Val Varadi – Corresponding Secretary

Additional information about Jerome First Presbyterian Church can be found on our website at: [http://fpcjerome.org/](http://fpcjerome.org/)
Job Title: **Pastor/Head of Staff**  
Full-time Position  
January 2017

Reports to: Presbytery and Personnel Committee  
Wage: Salaried

**General Summary**

The function of the Pastor is to provide a balanced ministry of spiritual leadership, pastoral care, administrative oversight, organizational direction, appropriate involvement in the community and in the Church universal, so that this congregation can be faithful to God's calling. Where the guidelines of this job description differ from the Pastor's Call/Contract, the provisions of the Call/Contract take precedence.

As defined, a covenant is a bond entered into voluntarily by two parties where each pledges himself to do something for the other. The notion was employed in a range of secular senses (association with marriages, commercial contracts, etc.) before it was used as a theological model for the relationship between Yahweh and His people, Israel. The prophets press the truth that the perfect relationship between God and man is based on the inward righteousness of the heart, and Jeremiah (31:31) looks forward to a “new covenant.” See also: Mark 14:24 and Matthew 26:28 which echo Exodus 24:8, the blood covenant.

Whereas the term “job description” may be more familiar, we drop that more secular description in favor of a “Covenant of Understanding” to describe the work of the Pastor in his/her life with this congregation. It is important for the Pastor at JFPC, the Session, and the congregation to be intentional when articulating what we feel God has called us to do together. We need to remind ourselves of our spiritual call and covenant for ministry, and we must strive to maintain that clarity. With this in mind, we have dropped some of the more familiar language associated with a job description and use more biblical/theological expressions when outlining the Pastor's duties and responsibilities.

**Primary Duties and Responsibilities**

1. **Pastoral Responsibility:**
   - Studying, teaching, and preaching the Word.
   - Leading worship except for times of scheduled vacation and study leave.
   - Perform Baptisms, Weddings, Funerals, and Memorial services.
   - In consultation with the Worship Committee and the music leadership, planning worship services in line with the overall plan of worship as established by the Session.
   - Praying with and for the congregation.
   - Visiting (on a regular basis and in emergencies) members and their friends in their homes, hospitals, and elsewhere in the community.
   - Building relationships and facilitating networking within the congregation.
   - Maintain regular office hours.

2. **With Session:**
   - Moderator of Session and congregation.
   - Planning (with vision) in coordination with the standing committees and the Deacons
   - Encouraging people in worship, in the study of God's Word, and in God's service.
   - Equipping and enabling members for the ministries within the church and in the world.
   - Exercising pastoral care for all the members of the congregation.
   - Continuing the discipleship initiative started in 2016 with ECO training.

3. **Head of Staff:**
   - Facilitate healthy, effective staff relationships.
   - Set regular meeting times with the staff for sharing, planning, and prayer.
   - Oversee and coordinate all staff work.
   - Remain available to the staff for council, encouragement, and support.

4. **Ministries with Presbyterian Governing Bodies and Within the Community:**
   - Attend Jerome Interfaith meetings (monthly)
   - Continue to explore ecumenical relationships in our community, in the surrounding area, and throughout Southern Idaho.
   - Belong to a Pastor Covenant Group and foster relationships between leaders in a Mission Affinity Group.
5. **Personal Life:**
   - Live a life of spiritual growth through reading and studying the Word, prayer, fellowship, and worship.
   - Live a life of integrity in personal relationships within the church and in the community.
   - Be involved in community activities.
   - Maintain a faithful marriage relationship, if married.
   - Participate in ECO Wellness Program

**Knowledge, Skills, and Abilities Required:**

The qualifications will be as outlined by the Pastor Nominating Committee (PNC) and should be in agreement with ECO's Essential Tenants and Confessions.

**Evaluations:**

The Organization and Leadership Committee will conduct performance reviews/evaluations as outlined in the Personnel Policy Manual. These include annual as well as quarterly reviews.

**It is recognized the above statements are intended to describe the general nature of the job, principal responsibilities, and skills required. Changes may be made to the duties, responsibilities, and scheduled hours at any time. When the parties involved agree, other duties and responsibilities may be assigned as deemed necessary by the head of staff.**

**Acceptance/Approval**

Employee: ____________________________________________, date ____________________

Organization and Leadership Chair: ________________________________, date ______________

Presbytery Committee on Ministry: ________________________________, date ______________