



The American Church in Paris

65 Quai d'Orsay, 75007 Paris

SENIOR PASTOR

Job Description

September 2020

About the American Church in Paris

The mission of the American Church in Paris, an interdenominational and international Christian community, is to bear witness by word and deed to the love of God as revealed in Jesus Christ, to provide a place of English-language worship in the American Protestant tradition, and to engage in ministries and services that enrich the lives of residents and visitors in Paris and around the world.

The Senior Pastor Role

The Senior Pastor is responsible for the spiritual guidance and welfare of the Congregation. The Pastor's duties include, but are not limited to, leading worship and preaching the Word of God, congregational support, administration of sacraments, performance of wedding blessings and funerals, inspires and leads outreach to the community, and supervising the church staff. The Senior Pastor reports to the Church Council and the American & Foreign Christian Union (AFCU). The AFCU established the American Church in 1857, holds the title to the facilities and employs the Senior Pastor paying his/her salary and benefits.

Qualifications:

- **Ordained:** Ordained in an ecumenically affiliated Protestant Christian denomination in the United States.
- **Theological depth:** We are seeking an individual with excellent mastery of scripture and a commitment to ongoing study of and engagement with God's Word. Given the ecumenical nature of ACP, candidates should have a solid understanding of and respect for major theological currents in the global church. A Doctor of Ministry degree is a plus, but the candidate's overall academic qualifications will be reviewed on a case-by-case basis.
- **Complex, urban ministry:** Highly experienced in a position equivalent to a senior pastor in supervising church staff including associate pastor(s), youth pastor, music director, and administrative staff.
- **International experience:** ACP is an English-speaking church in Paris with a very diverse cultural and denominational congregation. Based on past experience, members of our pastoral team with prior international experience are most likely to thrive in their ministry. With this in mind, previous international experience in the range of 2-5 years is strongly desired.

- **Loving diversity:** Our Senior Pastor should have experience serving diverse congregations and leveraging that diversity to further God's purpose for the Church.

Characteristics and Skills:

- **Guided by the Holy Spirit:** We are looking for someone who prayerfully seeks the guidance of the Holy Spirit in fulfilling his/her calling and duties at ACP.
- **Vision:** The Senior Pastor, motivated by his or her calling and inspired to do God's work, should be able to work with Church leadership to build, embody, and drive an ambitious vision for ACP.
- **A servant leader with a shepherd's heart:** The ACP Senior Pastor should approach his/her calling with love, humble confidence, and a caring temperament.
- **Ability to communicate with impact:** The Senior Pastor should be able to communicate God's Word with impact and relevance, demonstrating sensitivity to and an appreciation of cultural differences, from the pulpit but also in his/her daily interactions with members of the congregation and the broader community.
- **Strong character and integrity:** The Senior Pastor should exhibit strong character and integrity in his/her role and live a Christ-inspired life.
- **Curiosity and Enthusiasm:** We are seeking a leader who brings enthusiasm to his/her calling and a sense of curiosity in discovering new avenues to fulfill our congregation's mission and continue to position ACP as the "*Beacon on the Seine.*" The Senior Pastor should be confident and possess the ability to build confidence in those around him/her to go ever further in the Church's mission.
- **Fostering a community that is "Internally Strong and Externally Focused:"** the ACP aims to play a role in the broader community. We, therefore, seek a leader capable of building a strong community that is able and willing to be a blessing to Paris, France, and the world.
- **A team-oriented leader:** Candidates should have the ability to actively listen to stakeholders and incorporate multiple points of view into the decision-making process, the capacity to make and implement decisions, the ability to inspire, motivate, and manage the pastoral team and church staff, as well as laypersons and volunteers, and the ability to resolve conflict and build consensus with tact and diplomacy.
- **Parlez-vous français?** France is proud of its language and culture, and we would hope that our candidates would speak some French and/or have the desire and willingness to learn French at a level sufficient for conversation.

Key Responsibilities:

- **Worship:** Overall leadership for worship services (traditional, contemporary, physical, and virtual), working with the Pastors, Music Directors, and lay leaders.
 - Preaching each Sunday, except for one per month to be assigned to another ACP pastor.
 - Sharing in the celebration of the sacraments.
 - Planning and preparation of the liturgy.
 - Performing wedding blessings and funerals, sharing such responsibility with the Associate Pastor(s) and Visiting Pastor.

- **Head of Staff:** The Senior Pastor has overall responsibility for the pastoral and administrative staff of ACP as detailed in the congregational profile.
- **Administrative Duties:** Principal administrative officer of the church. Supervise the management of the property maintenance and improvements. *Ex officio* member of all committees. Actively work with the following committees, in addition to the Church Council as a whole, providing spiritual guidance and leadership:
 - Executive Committee
 - Human Resources
 - Finance, Stewardship and Development
 - Property
 - Communication
 - Worship and Music
 - Nominating Committee

The Senior Pastor also is to sign, together with the Moderator, all deeds, leases, subleases, contracts, mortgages, or other instruments, and all notes and bonds that the Church may issue in accordance with the Church Bylaws.

- **Congregational Care:** Provide counselling as needed to members of the Congregation. Make home and hospital visitations. Develop and train leaders for small groups or lay care teams focusing on prayer, mutual interests, and mutual support. These duties may be assigned and shared with the Pastoral staff. Work closely with the Nominating Committee to select individuals for the Church Council.
- **Christian Education:** General oversight of the Christian education programs of ACP and the leadership of such programs by the Associate Pastor(s). The Senior Pastor is expected to participate in such programs, including occasionally teaching adult education classes.
- **AFCU:** In addition to employing the Senior Pastor, the AFCU provides significant support to the financial needs of the church. As such, the Senior Pastor provides periodic updates to the AFCU and attends its annual meetings.
- **Strategic Preparation and Guidance:** The Senior Pastor should equip and empower the Council and other leadership groups to seek and execute God's will for the ministries and missions of the church, including preparing for and engaging in strategic planning of the financial and development opportunities that will strengthen the ministries and missions of the church and help to ensure future sustainability and responsible stewardship of the tremendous human, spiritual, capital, and financial resources of the church. This includes leadership in addressing issues facing our congregation and the broader world.
- **Professional Development:** The Senior Pastor is expected to keep abreast of current and evolving debates that may have an impact on the congregation and Christianity in general. Activities to be undertaken may include attendance at relevant Christian conferences and/or meetings with clergy as a representative of the ACP.
- **Community Engagements:** The Senior Pastor is expected to cultivate and develop good working relationships with surrounding neighborhood institutions, the French Authorities and other religious organizations as is necessary to the ministries of the ACP.

Other elements:

- Compensation and benefits provided by the AFCU
- Onsite housing provided by ACP
- Three-year contract, renewable