

ALEXANDRIA PRESBYTERIAN CHURCH  
STAFF POSITION DESCRIPTION



**Title: Senior Pastor**

**Context:** Alexandria Presbyterian Church (APC) is a growing and increasingly diverse church in Alexandria, Virginia just outside Washington, D.C. Celebrating its 40th anniversary this year, APC completed its own building in 2022 and now has two Sunday morning worship services, an additional monthly Spanish-language service, and almost 700 members (including approximately 200 non-communicant members). In 2025, APC launched “Vision 2026,” an initiative to catalyze a culture of radical missional living to better serve our church, our city, and our world in the name of Christ, including planting a daughter church in 2027. The current Senior Pastor, who will be stepping down after more than 35 years in this role, works alongside eleven ruling elders, the Associate Pastor of Congregational Life and Missions, the Assistant Pastor of International Outreach and Mercy, the Assistant Pastor of Church Planting, the diaconate, and thirteen staff.

**Position Summary:** APC seeks a Senior Pastor who is filled with the Holy Spirit and who will walk alongside the Session to discern God’s vision for APC, leading humbly, prayerfully, and collaboratively. The Senior Pastor will serve as the primary spiritual leader of the congregation, with responsibility for preaching and teaching the gospel of Jesus Christ, shepherding the church in accordance with the Scriptures, and directing the growth and alignment of APC’s ministries. The Senior Pastor will work with church officers and staff to nurture the spiritual growth of the congregation, train and equip the saints for kingdom service, and uphold the purity and peace of the church.

**Ministry Focus and Primary Responsibilities**

- I. Preaching and Teaching: The Senior Pastor will have the primary responsibility for preaching and teaching the gospel. Includes:
  - A. Faithfully preaching Scripture as the inerrant Word of God in a clear, compelling, and accessible manner, guided by the power of the Holy Spirit (1 Cor. 2:4-5). Sermons should engage the intellect, stir the heart, and both comfort and challenge the congregation. Will preach approximately 35-40 weeks per year.
  - B. Faithfully teaching God’s Word in the varied settings and to the various demographics at APC, with a heart for the spiritual growth and maturity of all listeners. May include new member classes, ministry leadership training, adult Sunday school, communicants class, and discipleship programs.
- II. Worship: The Senior Pastor will seek the leading of the Holy Spirit to focus all elements of the worship service on the glory of God. Includes:
  - A. Working collaboratively with staff to plan, design, and organize all elements of the worship service, including prayer, Scripture reading, confession, singing, preaching of the Word, and administration of the sacraments.
  - B. Administering the sacraments of baptism and the Lord’s Supper as well as leading special worship services (e.g., Good Friday and Christmas season services).
- III. Shepherding and Pastoral Care: The Senior Pastor will care for the spiritual well-being of the congregation, calling the flock into greater intimacy with Jesus. Includes:

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- A. Leading church officers, staff, and lay leaders in cultivating a culture of shepherding care, prayer, and service at APC.
  - B. Pursuing and engaging the congregation on a personal level, including through counseling, encouragement, and admonishment where appropriate.
  - C. Handling conflict in a manner that emphasizes truth, reconciliation, and the peace and purity of the church. Leading in church discipline cases.
  - D. Providing other forms of pastoral care to the congregation (e.g., visitation, funerals, weddings, etc.), along with officers and staff, as appropriate.
- IV. Leadership and Vision: Led by the Holy Spirit, the Senior Pastor will work humbly, prayerfully, and collaboratively with the Session to discern God's vision for APC and to lead the church and its ministries in fulfilling APC's mission. Includes:
- A. Mentoring and discipling APC officers and staff, and identifying, equipping, and mentoring lay leaders to serve and carry out the ministries of the church. Leading annual ministry leadership retreat for vision casting, training, and equipping.
  - B. Serving as moderator of the Session, presiding over its meetings and ensuring prayerful deliberation and decision-making. Leading, supervising, supporting, and evaluating APC staff, as appropriate in accordance with the APC Personnel Manual.
  - C. Actively participating in presbytery and denomination meetings and initiatives. Partnering with area churches, where appropriate, to further gospel impact.
- V. Evangelism: The Senior Pastor will rely on the power of the Holy Spirit to call sinners to repentance in all his duties. Includes:
- A. Preaching and teaching Scripture with the aim to convert sinners inside and outside of the church.
  - B. Pursuing individuals who have not made a credible confession of faith in Jesus Christ.
  - C. Fostering a missions-focused culture at APC with a heart for the lost in Alexandria and the world.

### **Qualifications and Characteristics**

#### I. Qualifications

- A. A man who is or will be ordained by presbytery as a teaching elder in the Presbyterian Church in America (PCA), with a preferred minimum of 10 years in pastoral ministry in a church of similar size to APC.
- B. Passionately loves Jesus Christ, as revealed through personal worship and prayer, humble obedience to God's will, and a Spirit-filled life (Philippians 3:8-12).
- C. Demonstrates a deep love for shepherding Christ's church and His people (John 10, Acts 20:28-31).
- D. Exhibits godly character and satisfies the qualifications set forth in 1 Timothy 3:1-7.
- E. Lives a life of repentance and faithfulness, with marked growth in the grace of Jesus Christ over time, which shows its reflection in all his relationships.

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- F. Leads humbly, prayerfully, and collaboratively in gospel ministry. Knows that prayer is not preparation for work but the work itself. Proactively communicates with the Session, staff, and the congregation.
- G. Effectively builds and leads gospel teams. Identifies and develops the gifts and talents of APC officers, staff, lay leaders, and members.

II. Other Characteristics

- A. Is humble, teachable, and self-aware. Knows his strengths and weaknesses.
- B. Is curious about, pursues, and engages others. Exhibits relational warmth and approachability.
- C. Has led people to Christ and has a passion for seeing souls saved.
- D. Handles sensitive matters in the strictest confidence and biblically resolves conflict.
- E. Consistently demonstrates honesty and moral integrity in both public ministry and private life.

**Accountability Structure:** The Senior Pastor is under the oversight of, and accountable to, the APC congregation, Session, and the Potomac Presbytery. He is subject to and shall comply with the APC Personnel Manual.

**Compensation:** This position is full-time (including Sunday activities) and includes a generous benefits package.

To apply for this position, please send your current CV and completed PCA Administrative Committee's Ministerial Data Form (see link or QR code below for modified version specific for Alexandria Presbyterian Church) to the Pulpit Nominating Committee email address:

[apply@alexandriapres.org](mailto:apply@alexandriapres.org).

[Modified Ministerial Data Form](#)

