



Job Posting: Sojourn Heights Lead Pastor

PURPOSE

Sojourn Heights is one local church within Sojourn Houston, which is a family of neighborhood churches seeking to join God in reconciling our neighbors to God and one another. Sojourn Heights is looking for a new lead pastor to lead in preaching & teaching the Word of God, in caring for God's people, in setting an example in the way he lives, and in developing other leaders and teachers.

QUALIFICATIONS

- The candidate for Lead Pastor must meet the biblical qualifications for overseer in 1 Timothy 3 and Titus, a spirit of humility and servanthood called for in Matthew 20:25- 28 and I Peter 5:1-4, and evidence of a committed, mature, and deepening relationship with Jesus Christ.
- The candidate for Lead Pastor must have requisite ministry experience preparing them for service as the leader of the church.
- Affirms Sojourn Houston Confession of Faith, <https://www.sojournheights.org/sojourn-houston-confession-of-faith>
- Graduation from an accredited seminary is preferred, but not necessary. Other relevant theological training and experience is acceptable at the discretion of the Elders.

SKILLS & CHARACTERISTICS

- A strong expositional, gospel-centered preaching capability and ability to apply Scripture and theology.
- Strong leadership skills including the ability to develop and articulate a mission/vision, build consensus and support, train and equip lay elders and deacons, and engage the church community in fulfilling its purpose.
- The candidate must demonstrate an aptitude for providing pastoral care, including establishing trust with the congregation, showing a capacity for listening, providing relevant and timely advice or insight into common issues of sin, and faithfully stewarding individuals through difficult seasons in life.
- A lifelong student of God's word, the historic Reformed tradition, and the world around, who leads others to live likewise.
- A man of prayer, integrity, conviction, and gentleness who is joyful, approachable, and available to all.

PRIMARY RESPONSIBILITIES

The Pastor will provide active guidance and leadership in the following areas:

Preaching & Teaching

- Planning the content of the preaching calendar
- Provide Gospel-centered and expository teaching and preaching based on Scripture.

- Coordinate with the worship leader, staff, and volunteers for Sunday services and special events.
- Celebrate by performing rites of passage, such as child dedications, baptisms, weddings, and funerals.

Pastoral Care

- Provide direct pastoral care to elders, deacons, and staff.
- Provide pastoral care to members and or refer members to other church leaders or professionals for continuing care.
- Coordinate cases of church discipline and adjudicate such matters with the assistance of the Elders.

Leadership Development

- Work with Elders & staff to identify future leaders.
- Continuing education for staff and church body (e.g. leadership classes, evangelism, and theology).
- Practical training (e.g. counseling, conflict resolution, outreach/evangelism, basic discipleship).
- Pastoral care training (elders/deacons/community group leaders/staff)
- Encourage, empower, and develop future church leaders.

Church Leadership

- Manage key staff leaders (Exec. Pastor, Pastor of Care, Worship Director, Kids director, etc.)
- Oversee the execution of key teams of staff and lay leaders at Sojourn Heights, providing clarity on areas of responsibility and accountability.

COMPENSATION

The Lead Pastor can expect to receive the following compensation:

- Salary appropriate to live in the church's neighborhood
- Payment of reasonable and necessary expenses incurred in the role of Lead Pastor
- 3 weeks of paid vacation
- A paid sabbatical after 5 years in full time ministry

ABOUT SOJOURN

History

Sojourn Heights was planted through the Acts 29 Network as Sojourn Community Church in 2010 with a vision for church planting, love for the neighborhood, and bringing the gospel to people who would be considered far from the church. A central component of the philosophy of ministry of Sojourn is the neighborhood parish. Neighborhood parishes are smaller expressions of the church as family which exist as geographically focused, missional communities of men, women, and children from different walks of life coming together to live lives marked by love for one another and love for neighbor.

Over the years, we have had the joy of planting (and then joining the other Sojourn churches in planting) several churches:

- Planted Sojourn Montrose in 2013
- Planted Sojourn Galleria in 2015
- Planted Sojourn Spring Branch in 2016
- Planted Sojourn East End in 2018 (became Trinity East End in 2021)
- Planted Sojourn Oak Forest in 2021

Initially meeting in Fitzgeralds, we were able to purchase a property that is currently our children's building in 2013, and a few years later we had the opportunity to purchase the adjacent property and then renovate and move into our new main building in 2020.

DNA

Sojourn Heights is a part of Sojourn Houston. As Sojourn Houston, we are one church composed of multiple neighborhood-based congregations united with a common mission, strategy, and ecclesiology, and empowered to contextualize differently in our respective neighborhoods in accord with the gifts of local leaders and the needs of the neighborhood.

We believe the city of Houston will one day be a place where disconnected neighbors love one another like family, where the lonely and outcast have a place to belong, where segregated neighborhoods are united in mutual care and concern, where the poor and vulnerable are lifted and dignified through compassionate action, and where the diverse peoples of the world live and flourish together in joy and harmony.

To that end, Sojourn Houston aims to multiply local congregations who lead the way in hospitality and neighborly living, take radical action on behalf of the marginalized, and pursue the unity of diverse peoples. As one Church comprised of many congregations, we are working together to see Houston saturated with redemptive presence.

We seek the shalom [peace, wholeness, and flourishing] of our city and of all creation. In the Name of the Father, the Son, and the Holy Spirit, we will go where the kingdom is not, and together, we will stay there. Where there is darkness, where there is brokenness, where there is sin, poverty, corruption, or violence, we will abide. We will pray, sing, baptize, teach, welcome, give, feast, and serve until the kingdom comes in Houston as it is in Heaven.

For more information about Sojourn Houston, click the links below:

- [Sojourn Houston Multi-Congregational Covenant](#)
- [Sojourn Houston Confession of Faith](#)
- [Sojourn Houston Book of Church Order](#)
- [Sojourn Houston Membership Curriculum \(our values are found on pp. 28-29\)](#)