



First Presbyterian

FLORENCE SOUTH CAROLINA

First Presbyterian Church
700 Park Avenue
Florence, SC 29501

August 24, 2026

Subject: Associate Pastor Job Description

Dear Potential Associate Pastor,

We wanted to share, in a more personal and narrative way, what we are praying and searching for in our next Associate Pastor.

We hope to find someone whose life and faith have known both victory and the Lord's comfort in defeat. We have, as well. We would embrace such a person and their family as a gift to us from the Lord.

A particular focus of this role is adult spiritual formation and how it fits within our church's family ministry framework. We have many vibrant ministries led by gifted lay leaders that help us move toward spiritual maturity. We are looking for someone who can bring leadership, creativity, and vision to the ongoing formation of our spiritual lives. How do we integrate new covenant partners into the life of our church? How can we continue to encourage and challenge those who are longtime followers of Christ? How do we reach out to those who are not currently engaged in the ministries of our church?

We also understand that spiritual formation involves more than study and knowledge. It involves putting our faith into practice by using the gifts God has given us to serve others. We are looking for an Associate Pastor who will help to equip and mobilize us to serve beyond the walls of our church, meeting needs and building relationships throughout our community.

Finally, we are praying for a person who both stands in awe of and embraces the responsibility of rightly handling the Word of God in the pulpit. The preached Word is absolutely essential to the life of our church, and we expect our Associate Pastor to preach regularly.

If this describes you, then consider this our invitation to apply. If this is not you, but you know someone who might be a good fit, we welcome your help as we seek the Lord's person for First Presbyterian, Florence, S.C.

In Christ,

Associate Pastor Nominating Committee

We are called to love God with our head, our heart, and our hands

VISION

A view of God's future for First Presbyterian Church-Florence

First Presbyterian Church-Florence will be a community of Christ Followers committed to being disciples and making disciples in the way of Jesus.

MISSION

The repeatable actions God calls us to do in order to fulfill the Vision

First Presbyterian Church-Florence is called to love God and people with our Head, our Heart, and our Hands.

LOVING *with* OUR HEAD

We are lifelong learners shaped by God's Word

To encourage lifelong learning, we have created a nurturing community with opportunities for spiritual growth for all ages and throughout all stages of life. Our structured programs provide settings for faith-filled connection and learning, whether through Bible drills, Catechism studies, and Bible study for grade-schoolers, or discussion groups, small groups, and retreats for young adults and for adults of all other ages. Offering a diverse range of study formats and meeting times addresses the needs for those interested in learning and engaging outside of Sunday worship.

LOVING *with* OUR HEART

We commit to loving God and loving people

In addition to the fellowship during our study times, we have dinner together on Wednesday nights. Our older members enjoy monthly fellowship, Keenagers, with lunch and an informational program, and a devotional. First Presbyterian has several seasonal churchwide events: Reformation Sunday and a meal, a Fall festival, a Spring/Easter program, and various Christmas events, including caroling to our homebound community.

During the fall, winter, and spring, there are two Sunday worship services. The 9 a.m. service is a contemporary worship with a Praise Team, and at 11 a.m. there is a traditional service with the Chancel Choir and often accompanists. We look forward to consolidating to one service during the summer so that everyone is together, alternating worship styles each Sunday, and following worship with fellowship over lemonade and cookies. Generally, worship attendance includes more than 300 people.



LOVING *with* OUR HANDS

We use our God-given gifts to serve others

We are fortunate to have a beautiful campus and facilities to which we welcome many community ministries. During the week, our [Child Development Center](#) includes 70 children along with 29 staff members in our facility to help with preschool childcare needs in the community. Welcoming new covenant partner families through the CDC the past 7 years is a testament to how our ministry is expanding and is embracing others.

Both as a congregation and individually, covenant partners help financially and voluntarily to give support to a multitude of local and global missions. Having birthed a few local ministries such as House of Hope, Mercy Medicine, and Lighthouse Ministries, we also host their meetings and events on campus. One of those events includes the [WinShape Camps for Communities](#) each July in partnership with [Helping Florence Flourish](#). We share the love and hope that Christ gives to help combat hunger, homelessness, and grief, and we offer friendship.

RECENT HISTORY

As First Presbyterian-Florence has existed for more than 160 years, we continue to be a growing church that is an important part of our community. We have been able to add to our facilities, which now include a gymnasium, the Child Development Center, complete handicapped accessibility, and a recently renovated sanctuary and Welcome Center. In 2012, we joined ECO.

Our church facility is rooted in the heart of the city of Florence, South Carolina, a growing center at the intersections of I-20 and I-95, in a region known as the Pee Dee. Growth continues in downtown redevelopment, arts, education, and medical facilities. Florence is centrally located with easy access to Charleston, the Grand Strand beaches, and the mountains.

[City of Florence: cityofflorence.com](http://cityofflorence.com)

[Greater Florence Chamber of Commerce: florencechamber.com](http://florencechamber.com)

[Florence School District 1: fls.org](http://fls.org)

This document was finalized by the Associate Pastor Nominating Committee on August 26, 2026, and was approved by the Ministry Partnership Team for the ECO Presbytery of South Carolina on September 24, 2026.





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FLORENCE SOUTH CAROLINA

Thank you for your interest in First Presbyterian Church of Florence. We, the Associate Pastor Nominating Committee, love our church and our community, and look forward to welcoming an associate pastor who will encourage, collaborate, and inspire our growing body of covenant partners in Christ.

Associate Pastor

The Associate Pastor of First Presbyterian Church will serve as a vital member of the ministry staff with a focus on family ministry and adult spiritual formation, so that covenant partners are nurtured spiritually, connected in community and growing in Christ-likeness.

I. LEADERSHIP EXPECTATIONS

- Encourage a deep, growing spiritual and missional focus for our covenant partners.
- Participate in assessing, shaping, and implementing strategies and programs that align with our vision, mission, values, and goals.
- Participate in identifying and developing new servant leaders within the church.
- Collaborate to support creative, compelling, and inspiring worship services.
- When directed, assist in overseeing church staff to ensure they fulfill their job requirements.
- Model collegiality and discipleship among the staff.



II. POSITION DESCRIPTION

- Conduct weddings, funerals, and baptisms as needed or requested and provide the necessary pastoral care and counseling.
- Work closely with the Senior Pastor, Pastor of Visitation, and Deacons in performing the congregational care and visitation ministries of the church.
- In consultation with Session, serve in the ECO Presbytery as needed or requested, attend Presbytery meetings and National Gatherings, and participate in ECO national initiatives.



- Attend Session, pertinent committee and Pastor's meetings regularly.
- Oversee, in coordination with the Head of Staff, the church's service and missions ministries and serve on the Session's Missions Committee.
- Oversee, in coordination with the Head of Staff, the church's discipleship ministries and serve on the Session's Evangelism and Discipleship Committee.
- Serve as the pastoral liaison to the Deacons, working in close partnership with the Moderator.

III. POSITION QUALIFICATIONS

- The position is open to those already ordained by ECO or who are ready, willing and able to be ordained by ECO.
- A Master of Divinity is preferred but a master's degree in a relevant field will be considered.
- Three to five years of experience as a pastor is preferred but equivalent professional experience will be considered.

We invite interested applicants to send a résumé, a cover letter expressing your interest in this calling, and a statement of faith describing your personal faith journey and theological beliefs to apnc@florencefirst.org.

