

# Pastor Search Profile

## Kathmandu International Christian Congregation (KICC)

Our vibrant church community at the 'top of the world' is seeking a pastor. The position is vacant now and the successful applicant will be able to take up the position as soon as visa formalities are completed.

## Congregational Profile

### Vision Statement

Belonging to the Body, Equipped for the Journey!

### Purpose

KICC is a community of expatriate believers called to glorify God through the teaching of the Bible, corporate worship, cultivating fellowship and encouraging one another to seek and serve God through Jesus Christ.

### Outreach

The ministry focus of KICC is to expatriates and their families in Nepal.

### Description

KICC was started as the Protestant Congregation, 'international and interdenominational', in 1952 by Christians at the U.S. and British Embassies. The KICC church family is largely made up of expatriates from a diverse number of countries; many come from North America, Europe and Australia. Between 120-180 people attend the Sunday morning service, coming from a wide range of church traditions, denominations, and worship styles. This is reflected in our services which vary in style and structure from week to week.

Many of the attendees work in 'mission' (or related) organizations. Another large proportion are in Nepal for work in, for example, development organizations, business and diplomacy. A small proportion of attendees are refugees from a number of countries in Asia and Africa. In addition, there are a significant number of visitors each week: tourists, expatriate workers from different parts of Nepal and a few Nepalese.

One of the unique aspects of the KICC church family is that the vast majority are mature Christians and engaged in full-time ministry themselves. A significant number of our members and regular attendees have studied at Bible College and a few are ordained. Some attendees also participate in Nepali churches on Saturdays and come to KICC on Sundays for fellowship and worship in English.

Other support programs conducted by the congregation include:

- Sunday school program
- Youth programs run by the wider international community
- Aid Distribution Group
- Occasional musical programs
- Various fellowship events, such as potluck lunches, etc.

## Pastor's Duties and Responsibilities

The main duties and responsibilities can be summarized with Ephesians 4:11-12:

*It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be **pastors and teachers, to prepare God's people for works of service**, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.*

The Pastor shall oversee the spiritual welfare of the Congregation. The Pastor shall lead in fulfilling the stated purpose of the Congregation, which includes the preaching of the Gospel, conducting worship, making Pastoral visits, guiding Christian education, administering Sacraments of Baptism and the Lord's Supper, conducting Christian marriages and Christian funerals. In these areas the Pastor will have the final responsibility, while receiving the advice of the Board and being sensitive to the varied beliefs and denominational ties of the Membership.

The Pastor shall be responsible for maintaining the Congregation's record of ordinances, ceremonies and membership. The Pastor shall provide assistance, as appropriate, to the Consuls in Embassies in dealing with their distressed nationals. The Pastor shall be an ex-officio member of the Board and all Congregational Committees.

## Pastoral Responsibilities

The Pastor is responsible for the following:

- One to one meetings for spiritual encouragement, discipleship, Bible study, counselling, and coaching.
- Building and maintaining meaningful relationships with the congregation and community.
- Responding to membership requests
- Preparing and delivering a weekly Bible message/sermon which is faithful to the text, while being: A) Accessible to people for whom English is a second language; B) Helpful and spiritually nourishing to mature believers.

In addition, time permitting, the Pastor may choose to take up other appropriate responsibilities on the basis of personal interest. The current Pastor, for example, has had an asylum seekers ministry, while being granted a visa as Chaplain to the British Gurkhas.

## Personal Profile

### Requirements & Expectations

KICC seeks to appoint a full-time pastor for our internationally and theologically diverse membership. The individual will need to be mature, flexible, and able to relate with Christians of many different theological and denominational foundations.

### Key Attributes of a Candidate

- Required: Ordained minister of a recognized denomination
- Preferred: 7-10 years' experience of leading a congregation, or equivalent experience with the recommendation of an overseeing pastor/supervisor.
- Experienced, or demonstrated ability, to be able to join together individuals of many faith backgrounds in one community/fellowship (interdenominational)
- Gifted in the position of shepherding, coaching and offering counsel
- Have a balanced evangelical faith and in agreeance with the KICC Statement of Faith
- Flexible and adaptable to a variety of worship styles
- Possess an easy and comfortable approach to non-Christians

- Non political
- Excellent communication skills in English
- Experience of living abroad is highly desired
- In good health and able bodied

## Contract Specifics

See [KICC Pastor Employment Agreement and Benefits Package](#). (Available on request after initial contact with the Board)

## Life in Kathmandu

Nepal is a wonderful country and has seen a great amount of development and political stability over the past few years, but can equally be a challenging place to call home. Life in Kathmandu is often a study in contrasts and change. The Kathmandu Valley contains some of the most stunning architecture in the world. All three cities in the valley contain World Heritage Sites and many of the outlying villages still seem untouched by development. Alongside ancient temples and palaces the capital also offers 5 star hotels, excellent restaurants, well-stocked stores, good schools, even several English-language newspapers. Trekking, climbing, mountain biking, white-water rafting and elephant safaris bring visitors to Nepal from all over the world and foreigners are generally welcomed and well liked.

But life in Kathmandu also poses some challenges. The valley's current population is approximately 1.5 million people (unofficially 2-2.5 million). While developing at a rapid pace, the Valley still struggles with traffic, poor air quality, poverty, and occasional power outages and water shortages. In addition, Kathmandu is in an earthquake zone. While the city has recovered well after experiencing a massive earthquake in April 2015, the risk of another earthquake is on-going.

General medical facilities are available in Kathmandu, however, specialized healthcare is not always available. Healthcare facilities outside the Kathmandu Valley can often be very basic.

We suggest you look at your own country's Foreign Ministry website for information related to travel and living in Nepal. For example, see the U.S. State Dept.'s Travel Nepal webpage [here](#).

## How to Apply

If you are interested in applying for the position of Pastor of KICC, please email with a cover letter and resume/CV to the KICC Pastor Search Committee: [pastor.search@kiccnepal.org](mailto:pastor.search@kiccnepal.org). In your letter, please outline how you believe you could fulfil each of the key responsibilities and personal attributes from this profile. Include the names and contact information of three references. These should include your present employer, your past employer and a friend or member of your current congregation. If possible, please attach or provide links to two sermons which may be watched or listened to online.

Applications without sample sermons will not be considered.

The application process may continue with a video call interview with key stakeholders such as the church board and Pastor Search Committee.