



**PRESBYTERIAN CHURCH (U.S.A.)  
CHURCH LEADERSHIP CONNECTION  
100 WITHERSPOON STREET  
LOUISVILLE, KY 40202-1396  
Toll Free 1-888-728-7228 ext. 8550  
Fax # (502) 569-5870  
www.pcusa.org/clc**

### MINISTRY INFORMATION FORM

Ministry ID: 04240

Ministry Name: Webster Groves Presbyterian Church

Mailing Address: 45 West Lockwood Avenue

City: Webster Groves State: MO Zip Code: 63119

Telephone Number: 314-962-9210 Fax Number: 314-962-9214

Email: [apnc@wgpc.org](mailto:apnc@wgpc.org)

Web site: [www.wgpc.org](http://www.wgpc.org)

#### **Congregation or Organization Size (Select one)**

- Under 100 members
- 101 - 250 members
- 251 - 400 members
- 401 - 650 members
- 651 - 1000 members
- 1001 - 1500 members
- More than 1500 members
- N/A

Revised 3/2016



**Average Worship Attendance:** 351 (117 in person + 234 online)

**Church School Attendance:** 69 (including children & adults)

**Church School Curriculum:** Follow Me

Check if certified as eligible for participation in the Seminary Debt Assistance Program

**Ethnic Composition Of Congregation** *(in whole %):*

*Enter the percentage of each racial ethnic component of your congregation.*

- American Indian or Alaska Native
- Asian
- Black or African American (African Native, Caribbean)
- Hispanic Latino/Latina, Spanish
- Middle Eastern
- Native Hawaiian or Other Pacific Islander
- White
- Other  1% other ethnicities combined

**Presbytery:** Giddings-Lovejoy **Synod:** Mid America

**Community Type (select one)**

- |                          |            |                          |            |                                     |            |
|--------------------------|------------|--------------------------|------------|-------------------------------------|------------|
| <input type="checkbox"/> | College    | <input type="checkbox"/> | Rural      | <input checked="" type="checkbox"/> | Suburban   |
| <input type="checkbox"/> | Small City | <input type="checkbox"/> | Town       | <input type="checkbox"/>            | Urban      |
| <input type="checkbox"/> | Village    | <input type="checkbox"/> | Recreation | <input type="checkbox"/>            | Retirement |
| <input type="checkbox"/> | N/A        |                          |            |                                     |            |

**Clerk of Session Contact Information:**

Name: Carrie Rao

Address: 45 West Lockwood Avenue

City: Webster Groves State: MO Zip Code: 63119

Preferred Phone: 314-856-5118  
gopackers4@mac.com

Alternate Phone: 314-962-9210E-mail:

FAX: 314-962-9214



**\*Select below the position to be filled and the minimal number of years of experience required (e.g. no experience, first ordained call, up to 2 years, 2-5 years, 5-10 years, or above 10 years)**

<u>Years of Experience</u>	<u>Position Type</u>	<u>Years of Experience</u>	<u>Position Type</u>
	Solo Pastor		General Assembly Staff
	Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff)		Church Business Administrator
	Head of Staff (supervised one teaching elder and other staff)		Executive Director
<b>2-5 years</b>	Associate Pastor (Christian Education)		Director of Music (non-ordained)
	Associate Pastor (Youth)		Minister of Music (ordained)
	Associate Pastor (Other)		Mission Co-worker (International)
	Pastor (Church Planter, New Worshiping Community)		Christian Educator (Certified)
	Pastor (Transformation/Redevelopment)		Christian Educator (non-certified)
	Pastor Interim		Administrator
	Pastor ( for a designated term)		Funds Developer
	Pastor (Other Temporary i.e., Supply, Student)		Finance Manager
	Pastor, yoked/parish		Media Specialist
	Co-pastor		Communicator
	Executive Pastor		Coordinator

	Evangelist or Mission Pastor		Youth Director (non-ordained)
	Bi-vocational/Tentmaker		Other
	Chaplain		
	Pastoral Counselor		
	College/Seminary Faculty		
	Seminary Staff		
	Campus Ministry		
	General Presbyter/Executive Presbyter Presbytery Leader		
	Stated Clerk (Presbytery)		
	Synod Executive		
	Mid-Council Program Staff		



You may also specify the position title (if appropriate): Associate Pastor Faith and Family

**\*Employment Status**

Full Time  Part Time  Open to Either  
 Bi-vocational (able to provide employment through outside partnership)

**Is this a yoked congregation?**  No  Yes  
(If yes, please complete the Yoked Congregation Detail Form.)

**Clergy Couple** (Are you open to a clergy couple?) Yes  No

**Certification/Training** (check below the desired certification or training needed for the position):

Interim/Transitional Ministry Training \_\_\_\_\_ Interim Executive Presbyter Training \_\_\_\_\_ Certified Christian Educator \_\_\_\_\_ Certified Business Administrator \_\_\_\_\_ Certified Conflict Mediator \_\_\_\_\_ Clinical Pastoral Education Training \_\_\_\_\_ Other \_\_\_\_\_

**Language Requirements**

English  Spanish  Korean  French  Arabic  Armenian  
 Creole  Portuguese  Japanese  Russian  Swahili  Burmese  
 Cambodian  Indonesian  Laotian  Thai  Vietnamese  Taiwanese  
 Cantonese  Mandarin Chinese  Twi  Sign Language \_\_\_\_\_  
Other \_\_\_\_\_

**Statement of Faith Required**  Yes  No

**Mission Statement**

What is your congregation's or organization's Mission Statement?

**We seek to live Christ's love, Welcome all people, and Joyfully serve God**



## NARRATIVE QUESTIONS

*(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)*

### **1. What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived out.**

We envision a pastoral staff that works collaboratively, creatively & with great energy to promote Christ's mission & grace through Webster Groves Presbyterian Church (WGPC). As an intergenerational congregation, we seek to love others as Jesus Christ calls us to do. We create worship that connects us to God & others. We emphasize service through strong mission outreach. Our Church is a welcoming environment where all members are supported, respected & have a voice.

For 155+ years, WGPC has been resilient amid change. Emerging from the pandemic, we remain financially stable with an engaged, enthusiastic & talented congregation. We are eager to build on the strength of our Senior Pastor, whose solid spiritual leadership, high-trust style & managerial skills propel us forward.

Our church engaged in a formal congregational assessment process to guide our way forward post-pandemic. A review & discernment of results revealed 4 core ministries, which Session adopted in April 2022:

- Worship & Music
- Education/Spiritual Formation for Children, Youth & Families
- Outreach & Mission
- Congregational Connections & Care

Through these core ministries, we seek a church community where:

- Families with children & youth feel at home, connected & loved
- New people coming to WGPC are warmly welcomed & quickly connected
- Connections are abundant & meaningful within the congregation
- All ages are growing & learning as disciples of Christ
- Following Jesus, we share our time, talents & resources to serve our neighbors.

## **2. How do you feel called to reach out to address the emerging needs of your community or constituency?**

Through Worship: Worship connects members & community. We blend traditional & new worship approaches, capturing the hearts & spirits of all ages. Online service streaming reaches those unable to physically attend church.

Through Education: WGPC faithfully teaches the love & lifestyle of Christ by applying stories to current times for people in all life stages. Adult education has varied topics & strong weekly attendance. We seek to grow our youth faith formation, including Sunday School for pre-K to 5th grade & youth programs called Celtics (6th-8th grade) & Agape (9th-12th grade).

Through Congregational Connections & Caring Ministries: We care for our multi-generational congregation. Core fellowship groups thrive, & new activities to engage younger families are emerging. We aspire to build meaningful relationships & community connections.

Through Outreach and Mission: WGPC is in the center of the vibrant Webster Groves community, a suburb of St. Louis. Missions are a dynamic blend of established & emergent initiatives, reaching the local community & beyond. Our congregation has obtained designations for Earth Care, Matthew 25, More Light & Certified Hunger Action.

Through Resources: Our varied resources underpinning our faith community include a strong leader in our Senior Pastor, an effective team of staff, talented members who willingly serve, a community grounded in prayer & discernment, & a tradition of stewardship that enables financial security & mission outreach.

## **3. How will this position help you to reach your vision and mission goals?**

The Associate Pastor will help our congregation move toward our vision & mission goals by:

Establishing relationships with members, staff & the community that are affirming, supportive, genuine & engaging to engender trust & respect. By knowing the congregation, this person will model living Christ's love through welcome, inclusion & caring.

Connecting, integrating & synergizing people, programming & involvement opportunities. Leveraging strong relationships, the Associate Pastor can astutely connect children, youth & families both with activities & with other families. Creating this synergy supports spiritual development & integrates families into all aspects of church life so that our families share their lives of faith together through meaningful, lasting relationships. This work will be pursued in partnership with our recently-added Director of Welcome and Involvement.

Employing organizational & leadership skills to ensure clarity of responsibilities, strategic use of resources, preparation of programming & coordination of volunteers. Inventive, well-planned involvement opportunities will attract member participation & lead to joyful service. Appealing to families through innovative programming may draw in new members & serve as outreach. Staff will find fulfillment & contribute efficiently when led with intention & respect.

Preaching strong sermons that are theologically sound, spiritually challenging, thought-provoking, inspiring & enlivening.

**4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.**

*Spiritually mature & inspiring preacher* who speaks to a wide range of people through dynamic, relatable sermons/teaching. A Christ-centered pastor whose authenticity is shown in the pulpit & lived out in everyday interactions. A person who values involving children & youth in Sunday Worship & designs such opportunities with imagination & purpose.

*Passionate, relationship-driven leader* who will see the church's beauty today & the future possibilities of the congregation. A relatable, affirming person who enjoys people & building meaningful relationships. Someone who is creative & energetic in motivating congregational involvement & investment. One who understands the numerous ministries within WGPC & thoughtfully connects our children & youth to programs. A person who brings infectious enthusiasm to connecting families with each other.

*Action-oriented person* who is eager to work on a collaborative team to build ministry & fellowship opportunities for our children, youth & families. One who owns responsibilities & empowers others. Someone who promotes teamwork in volunteers & persistently inspires people to get involved.

*Confident & secure individual* who actively listens, solicits feedback, willingly tries new things & displays flexibility to alter approach as appropriate. Someone who is self-aware, has a good sense of humor & is able to navigate sensitive situations with grace. A person who is light-hearted, patient, compassionate & honest with self as well as with others.

**5. For what specific tasks, assignments, and program areas will this person have responsibility?**

The Associate Pastor will be responsible for:

- Facilitating ministries in education & fellowship for adults, youth & children
- Leading worship collaboratively with Senior Pastor
- Sharing responsibilities for spiritual care of the congregation with other pastoral staff

Specific areas of ownership will include:

- Coordinating & planning children & family ministries with emphasis on children's ministry
- Leading the Children's Ministry team
- Collaborating with our staff & volunteers to guide the ministry to young people
- Planning, scheduling & facilitating adult education classes
- Preaching 12 to 15 times per year & also conducting baptisms, funerals, marriages, etc.
- Collaborating to lead the areas of Faith Formation & Worship Arts
- Helping staff & lay leaders provide spiritual care with primary focus on families & children
- Attending all Session meetings & certain Board of Deacons meetings, as determined by Senior Pastor
- Participating in weekly staff meetings & worship planning meetings
- Serving as liaison with the WGPC Early Childhood Center (on-site community pre-school)
- Fostering camaraderie among staff by participating in team lunches & other activities

**OPTIONAL LINKS**

Provide below any links to online information that may help call seekers understand your congregation or organization. (e.g. *organization or community websites, online*)



*newsletters, demographic information)* Please note the CLC system does not warehouse links. (Limit characters to 500)

CHURCH

Websites: <http://www.wgpc.org/>

<https://www.ecc-wgpc.org/>

YouTube: [https://m.youtube.com/channel/UCZlvIf\\_nseH5zWXyynwr9A](https://m.youtube.com/channel/UCZlvIf_nseH5zWXyynwr9A)

Bldg video: <https://www.dropbox.com/s/rm8ht9us7ijex8z/full%20video.mp4?dl=0>

Organizations supported:

<a href="https://www.wrhm.org/">https://www.wrhm.org/</a>	<a href="https://interfaithstl.org/">https://interfaithstl.org/</a>
<a href="https://homesweethomestl.org/">https://homesweethomestl.org/</a>	<a href="https://i58ministries.org/">https://i58ministries.org/</a>
<a href="https://www.foster-adopt.org/">https://www.foster-adopt.org/</a>	<a href="https://www.beyondhousing.org/">https://www.beyondhousing.org/</a>
<a href="https://energycare.org/index.html">https://energycare.org/index.html</a>	<a href="https://www.farmingtonpresbyterianmanor.net/">https://www.farmingtonpresbyterianmanor.net/</a>
<a href="https://www.sitohousing.org/">https://www.sitohousing.org/</a>	<a href="https://www.epworth.org/">https://www.epworth.org/</a>

COMMUNITY

<https://www.webstergrovesmo.gov/>

<https://www.webster-arts.org/>



**LEADERSHIP COMPETENCIES**

(Select 10 leadership competencies from the list below that are required for the position.)

<b>THEOLOGICAL/SPIRITUAL INTERPRETER</b>	
<p><b>Compassionate</b> – having the ability to suffer with others; being motivated by others' pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus.</p>	<p><b>Hopeful</b> – maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing basic needs; and helps followers to see a way through chaos and complexity.</p>

X	<b>Preaching and Worship Leadership:</b> Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence.	X	<b>Spiritual Maturity:</b> Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with faithfulness of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.
	<b>Lifelong Learner</b> – individuals who use every experience in life as a potential tool for growth; one who pursues continuing education; and those who build on strengths and seek assistance to improve weaknesses.	X	<b>Teacher:</b> Creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.

### COMMUNICATION

X	<b>Communicator:</b> Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.		<b>Bilingual</b> – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
	<b>Public Communicator</b> - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect.		<b>Media Communicator:</b> Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
	<b>Technologically Savvy</b> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.		

### ORGANIZATIONAL LEADERSHIP

	<b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		<b>Change Agent</b> – having the ability to lead the change process successfully; anchoring the change in the congregation's/organization's vision and mission.
	<b>Contextualization</b> – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.		<b>Culturally Proficient</b> – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.

	<b>Externally Aware</b> - identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society.	<b>Entrepreneurial</b> - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.
	<b>Risk Taker</b> – persons with the ability to take appropriate risk to accomplish needed goals; one who thinks outside the box and who is not afraid of challenging the status-quo.	<b>Task Manager</b> - Assures that effective controls are developed and maintained to ensure the integrity of the organization; holds self and others accountable for rules and responsibilities; can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget; and monitors and evaluates plans, focuses on results and measuring attainment of outcomes.
	<b>Willingness to Engage Conflict:</b> Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.	<b>Decision Making:</b> Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally regarded as offering solutions and suggestions that are correct and effective.
X	<b>Organizational Agility:</b> Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is politically savvy.	<b>Strategy and Vision:</b> Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.
	<b>Financial Manager</b> – deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to achieve operational efficiencies and value for money; puts in place rigorous and comprehensive financial accountability systems.	<b>Funds Developer</b> – maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives.
X	<b>Collaboration:</b> Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the strengths and limitations of others.	

### INTERPERSONAL ENGAGEMENT

X	<b>Interpersonal Engagement:</b> Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes.	<b>Bridge Builder</b> – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.
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	<p><b>Motivator</b> - Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission accomplishment.</p>		<p><b>Personal Resilience:</b> Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate</p>
X	<p><b>Initiative:</b> Demonstrates ambition is highly motivated; is action oriented and full of energy for things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.</p>	X	<p><b>Flexibility:</b> Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.</p>
X	<p><b>Self Differentiation:</b> Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a less-anxious presence in the midst of turmoil; is not overly dependent upon outside affirmation; works to build a strong personal support system.</p>		



**\*COMPENSATION AND HOUSING:** *A range is needed for matching purposes. The maximum salary is not published anywhere. Effective salary is cash salary plus housing allowance or manse value and other compensation considered “effective salary” by the Board of Pensions of the PC (U.S.A.)*

See Effective Salary Definition at [Board of Pensions](#).

Minimum **Effective** Salary: \$ 74,000.00      Maximum **Effective** Salary: negotiable based on experience

Housing Type       Manse  
                          Housing Allowance  
                          Open To Either (Manse or Housing Allowance)  
                          Not Applicable (*For Non-pastoral Positions Only*)

**\*EQUAL EMPLOYMENT OPPORTUNITY**

The unity of believers in Christ is reflected in the rich diversity of the Church’s membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore, no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than stated in this Constitution. (F-1.0403)

Each Pastor Nominating committee and Search committee is expected to undertake its search for a Teaching Elder in a manner consistent with the good news that in the church “...as many of you as were baptized into Christ have put on Christ. There is neither Jew nor Greek, there is neither slave nor free, there is neither male nor female; for you are all one in Christ Jesus.”

Has the Pastor Nominating Committee and Search Committee affirmed its intention to follow the Form of Government in this regard?

Yes

No



### **REFERENCES (Limit 3)**

Below, please list three persons who know your congregation. You might list your Presbytery leadership, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.

Name: **Rev. Dr. Craig Howard, Executive Presbyter**

Address: Chicago Presbytery  
Rice Building  
815 West Van Buren Street  
Chicago, IL 60607

Phone Numbers: 312-488-3000 x2

Relation: Former Executive Prebyter of Giddings-Lovejoy Presbytery

E-mail: [choward@chicagopresbytery.org](mailto:choward@chicagopresbytery.org)

Name: **Laura & Chuck Reynolds**

Address: E1061 Whispering Pines Road  
Waupaca, WI 54981

Phone Numbers: can be provided after connecting via email

Relation: Active members who moved in Wisconsin

E-mail: [CPreynolds315@outlook.com](mailto:CPreynolds315@outlook.com)  
[reynolds.laura1061@gmail.com](mailto:reynolds.laura1061@gmail.com)

Name: **Ellen Krautman**

Address: 7270 Lindell Boulevard  
St. Louis, MO 63130

Phone Numbers: 314-406-1506

Relation: Younger adult member who grew up at WGPC

E-mail: [ekrautma@gmail.com](mailto:ekrautma@gmail.com)

**\*Pastor Nominating Committee/Search Committee Chairperson/Mid-council Search Committee Chairperson:**

Name: Cece Strand

Address: 411 Tregaron Place

City: St. Louis                      State: MO              Zip Code: 63131

Preferred Phone: 314-503-0807

Alternate Phone: N/A

E-mail Address for PNC Communications (required): [apnc@wgpc.org](mailto:apnc@wgpc.org)

**ENDORSEMENTS**

Pastor Nominating Committee/  
Search Committee: \_\_\_\_\_ Date: \_\_\_\_\_  
*Signature*

Clerk of Session: \_\_\_\_\_ Date: \_\_\_\_\_  
*Signature*

Presbytery: \_\_\_\_\_ Date: \_\_\_\_\_  
*Signature*