

MINISTRY DISCERNMENT PROFILE

MINISTRY PROFILE INFORMATION



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Ministry Name: Webster Groves Presbyterian Church

Congregation or Organization Size (*select one*):

N/A

Under 100 members

101-250 members

251-400 members

401-650 members

651-1000 members

1001-1500 members

More than 1500 members

Average Worship Attendance: _____

Church School Attendance: ____

Curriculum: _____

Community Type (*select one*):

N/A

Suburban

Rural

Urban

Village

College

Town

Recreation

Small City

Retirement

Intercultural Composition (*Race/Ethnicity - Percent of Congregation*):

Prefer not to answer _____ %

Asian/Pacific Islander/South Asian _____ %

Black/African American/African _____ %

Hispanic/Latinx _____ %

Native American/Alaska Native/Indigenous _____ %

Middle Eastern/North African _____ %

White _____ %

Multiracial _____ %

MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

Position Type (*select one*):

Administrator	
Associate Director	Pastor, Yoked Ministry
X Associate Pastor (Christian Education)	
Associate Pastor (Other)	Pastoral Counselor
Associate Pastor (Youth)	
Campus Ministry	Seminary Staff
Chaplain	
Christian Educator (Certified)	Solo Pastor: Installed
Christian Educator (non-certified)	Solo Pastor: Temporary
Church Business Administrator	
Co- Pastor	
College/Seminary Faculty	Stated Clerk Presbytery
Commissioned Ruling Elder	
Communicator	Synod Executive
Coordinator	
Director of Music (non-ordained)	Transitional Pastor
Evangelist or Mission Pastor	Youth Director (Non-ordained)
Executive Director	
Executive Pastor	
Finance Manager	
Funds Developer	
General Assembly Staff	
General Presbyter/Executive Presbyter/Presbytery	
Leader	
Head of Staff / Senior Pastor	
Media Specialist	
Mid-Council Program Staff	
Minister of Music (ordained)	
Mission Co-worker (International)	
Pastor (Bivocational/Tentmaker)	
Pastor (church planter, new church development, new worshipping community)	
Pastor Interim	

Experience Required (*Select one*):

- ☐ No Experience/First Ordained Call
☐ Up to 2 Years
☒ **2-5 Years**
☐ 5-10 Years
☐ More than 10 Years

Specify Title / PT Work Hours (if applicable): Associate Pastor – Faith & Family

Employment Status:

- ☒ **Full-time**
☐ Part-time
☐ Full-time/Part-time
☐ Bi-Vocational

Training/Certificate Requirements:

- ☐ Interim Ministry Training
☐ Certified Christian Educator
☐ Conflict Mediator Training
☐ Interim Executive Presbyterian Training
☐ Certified Business Administrator
☐ Clinical Pastoral Education Training

Other Training:

Language Requirements:

- ☒ **English**
☐ Spanish
☐ Korean

Other Languages:

Statement of Faith Required:

- ☒ **Yes**
☐ No

Are you open to a clergy couple:

Yes

☒ No

MDP Application Deadline (if applicable):

Church Mission/Vision Statement (1500 character limit which includes punctuations and spaces):

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

WGPC is called to act on our mission and address the emerging needs of our community through . . .

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

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 youth faith formation, including Sunday School for pre-K to grade 5 & youth programs called Celtics (grades 6-8) & Agape (grades 9-12).

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.

Outreach & Mission: WGPC is central of the Webster Groves community, a suburb of St. Louis with rich history. Missions are a dynamic blend of established & emergent initiatives, reaching the local community & beyond.

Resources: Broad resources underpinning our faith community include a strong leader in our Senior Pastor, an effective staff team, talented members who willingly serve & a community grounded in prayer & discernment.

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position (1500 character limit which includes punctuations and spaces):

The Associate Pastor – Faith & Family will be responsible for:

- Facilitating ministries in education & fellowship for children, youth & adults
- 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 plan, guide & participate in the ministry to young people
- Planning, scheduling & facilitating delivery of adult education classes
- Preaching and conducting baptisms, funerals, marriages, etc.
- Helping staff & lay leaders provide spiritual care with primary focus on families & children
- Collaborating to lead the areas of Faith Formation & Worship Arts
- Attending all Session meetings & certain Board of Deacons meetings, as determined by Senior Pastor
- Participating in weekly staff meetings & worship planning meetings
- Fostering camaraderie among staff by participating in team lunches & other activities
- Serving as liaison with the WGPC Early Childhood Center (ECC) (on-site community pre-school)

A range for the Effective salary is needed for matching purposes. The maximum effective salary is not published anywhere. Effective salary is cash salary plus housing allowance or manse value and other compensations. See Effective Salary Definition at Board of Pensions of the PC(U.S.A.).

Minimum Effective Salary: \$74,000

Maximum Effective Salary: \$75,000

Housing Type (*select all that apply*):

- ☐ Manse
- ☒ **Housing Allowance**
- ☐ Open to either
- ☐ N/A

MDP Narratives. Please fill out the following narrative questions about your congregation (1500 character limit per question, including punctuations and spaces):

How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

We envision a collaborative, creative & energetic staff that promotes Christ's mission & grace through WGPC. Our intergenerational congregation seeks to love others as Jesus Christ calls us to do. We create worship that connects us to God & others, emphasizing service through strong mission outreach. WGPC is a welcoming environment where all members are supported, respected & have a voice.

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

A formal congregational survey completed in April 2022 guides our way forward as it highlighted 4 core ministries:

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

These ministries are woven into the fabric of our church via:

- Families with children & youth feeling at home, connected & loved
- A warm welcome & quick connections for new people coming to WGPC
- Abundant & meaningful connections
- All ages growing & learning as disciples of Christ

Following Jesus, we share our time, talents & resources to serve our neighbors. WGPC has attained designations for:

- Earth Care
- Matthew 25
- More Light
- Certified Hunger Action

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

WGPC is at the heart of a vibrant community, Webster Groves, Missouri, an inner-ring suburb of St. Louis. Boasting a small-town feel with the amenities of a larger metropolitan community, this college town is known for a commitment to the arts & the environment. The red doors of our sanctuary are a fixture of the main street that features a variety of nationally & regionally recognized restaurants & shops. Encompassed in Webster Groves is the community of North Webster, a traditionally African American community with a rich heritage & home to Webster-Rock Hill Ministries (supported by WGPC). Our inter-church partnerships with faith communities in North Webster have included the Martin Luther King, Jr. celebration & walk as well as other joint endeavors.

Examples of community support activities include backpack/school supply collections, providing snacks for students in the school district & homegrown harvest sharing with a local food pantry. Mission and outreach efforts of WGPC extend well beyond the boundaries of Webster Groves, with opportunities like the annual Mission Weekend connecting WGPC members to work hands-on with communities & missions throughout the St. Louis region.

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

The Associate Pastor will help us (congregation, staff, volunteers) achieve 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.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

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.

What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

Facilitating ministries in education

Children

- In collaboration with Faith Formation Commission (FFC):
 - Plan overall education strategy
 - Choose children's curriculum
 - Develop & oversee Children's Ministry program (Sundays & other days as needed)
- Recruit & train leaders/educators to deliver children's education program

Youth

- In collaboration with Director of Youth Ministries, plan, lead & attend:
 - Agape & Celtics weekly gatherings
 - Annual week-long Agape Mission trip
- Facilitate youth-led worship service to share highlights & spiritual growth from Mission trip

Adults

- Plan adult education program calendar in collaboration with FFC, set schedule & arrange facilitators
- Guide leaders/educators in executing weekly adult education offerings

Leading Worship

- Preach 12 to 15 times per year, plus baptisms, funerals, marriages, etc.
- With Senior Pastor, coordinate worship/preaching calendar considering congregation's needs & personal growth objectives

Spiritual Care

- Meet with families/youth in times of need & to foster spiritual growth
- Recruit & encourage lay/staff leaders in offering spiritual care to families/children

Other

- Lead Faith Formation & attend Worship Arts monthly Commission meetings
- Join monthly Session & Board of Deacons meetings as determined by Senior Pastor
- Attend & actively contribute to weekly staff meetings & worship planning meetings
- Meet periodically with ECC Leadership

List any links that support the answers to your narratives or highlight ministries within your church/organization.

Early Childhood Center Website	https://www.ecc-wgpc.org/
YouTube Channel	https://m.youtube.com/channel/UCZlvlf__nseH5zWXyynwr9A
Church Building Video	https://www.dropbox.com/s/rm8ht9us7ijex8z/full%20video.mp4?dl=0
ORGANIZATIONS SUPPORTED	
Webster Rock Hill Ministries	https://www.wrhm.org/
Home Sweet Home	https://homesweethomestl.org/
Isaiah 58 Ministries	https://i58ministries.org/
Foster & Adoptive Care Coalition	https://www.foster-adopt.org/
Sanctuary in the Ordinary	https://www.sitohousing.org/
Beyond Housing	https://www.beyondhousing.org/
Energy Care	https://energycare.org/
Farmington Presbyterian Manor	https://www.farmingtonpresbyterianmanor.net/
Interfaith Partnership	https://interfaithstl.org/
Epworth Children & Family Services	https://www.epworth.org/

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.

Please accept the following:

The Pastor Nominating Committee and Search committee has affirmed its intention to follow the Form of Government in this regard.

REFERENCE DETAILS IN CLC – NAMES LISTED FOR INFORMATION

References

(Please enter at least three references of individuals who have had connections with the congregation and are not currently involved in the congregation):

Reference #1

Name: Rev. Dr. Craig Howard, Executive Presbyter

Relationship:

Phone:

Email:

Reference #2

Name: Laura & Chuck Reynolds

Relationship:

Phone:

Email:

Reference #3

Name: Ellen Krautman

Relationship:

Phone:

Email:

Assign a PNC Chair Contact. Fill out the contact information for the individual that will serve as the Pastor Nominating/Search Committee Chairperson/Mid-council Search Committee Chairperson for this MDP:

Name: Cece Strand

Preferred Phone:

Alternate Phone or Email:

Fax:

Email Address:

Address 1:

Address 2:

City:

State:

Zip Code:

MDP Competency Match Criteria

Please note this section is not part of the MDP. This section of your matching preferences will be made available under your MDP list panel, in the actions when your MDP has been approved by your Clerk of Session and COM Chair. The icon is a clipboard.

Read the descriptions of each trait. Evaluate and discern how important each trait is for the particular position the organization is seeking a candidate. When the PNC has evaluated the traits, select a percentage number, according to the discernment the PNC has come to, in each description.

Type in a number from 0-100, in increments of 5)

Expresses concentration in a conversation by being attentive, making good eye contact and not interrupting other, showing interest and showing empathy for what is being said.	85%
Analyzes their audience before talking to them, adjusting to different circumstances and audiences, so to make each individual feel as they are speaking to them.	40%
Can communicate the observations they make when identifying weaknesses within ministry, themselves or the community in a wise and discerning way, explaining their vision and responding why and what kind of change is required.	100%
Embraces the humanity and Christian principles from the values, stories and objectives passed through generations, using Reformed Theology as their root of principles and vision, using traditions in worship or ministry as a means of comfort and belonging.	85%
Takes time to examine the task, needs and capabilities of the situation and people, choosing the best way to respond to each one by assessing their approach to lead a team, and shares their plans with the members of the team.	75%
Self motivated individual that takes the initiative to start and finish a task given, while working towards a goal, so they can enjoy the rewards of solving a problem.	50%
Values their experience in life, they continue their education, builds on strengths and seeks assistance to develop the weak traits.	30%
Creates learning opportunities for active participants and as a collaborative way, by designing lesson plans that teach concepts, facts and theology.	90%

Contributes intentionally to the happiness and well- being of others, by having genuine interest in seeing others thrive, providing honest and genuine feedback and acknowledging relationships.	80%
Thrives in challenges with humility and vulnerability, recognizing that asking for help makes them better at their job and surrounding themselves with people that can be smarter at different things.	85%
Recognizes how their emotions affect their performance, their inner resources, abilities and limits, and are honest in their positive and negative biases, and own strengths and weaknesses.	35%
Sees the differences in society as values for ministry and recognizes the strengths and weaknesses in each by studying, talking and involving themselves in the discussion of issues.	60%
Defines roles clearly in an interdependent environment forming trust from others in their future planning, goal setting/defining and finds the means along the way to produce a vision with creative work and play.	65%
Communicates goals and expectations clearly, delegating onto others certain tasks they acknowledge to have a better result and is able to plan, prioritizing and studying the capabilities of the organization financially or in human resource.	15%