

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

Mif #: 22739.A00

Ministry General Information

Ministry Number	22739
Ministry Name	First Presbyterian Church of Charleston
Mailing Address	16 Leon Sullivan Way Charleston, WV 25301
Phone	304-343-8961
Fax	
E-Mail	firstpresbypnc@gmail.com
WWW Address	firstpresby.com
Ministry Size	651 - 1000 members
Ethnic Composition	
	Asian 1%
	Black or African American (African Native, Caribbean) 1%
	Middle Eastern 1%
	White 97%

Average Worship Attendance	196
Church School Attendance	100
Curriculum	Godly play, LOGOS, varies for adult classes
Yoked	False
Presbytery	WEST VIRGINIA PRESBYTERY
Synod	SYNOD OF THE TRINITY
Community Type	Urban
Ten-year trend statistics of this church/organization Show Statistics	

Information about the position

Position:	Associate Pastor (Other)
Experience Required:	2 to 5 Years
Specific Title:	
Employment Status:	Full-time

Language Requirements:	
	English

Other Language:	
Statement of Faith Required:	True
Clergy Couples:	

Training/Certificate Requirements:	
	Clinical Pastoral Education Training

Other Training:	
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Brief Church Mission Statement:

First Presbyterian Church seeks to be a diverse and intergenerational congregation in the heart of Charleston following Jesus Christ building hope, nurturing faith, and showing love.

What is the congregation's or organization's vision for ministry:

We are called to be a vibrant community of Christian disciples who gather together to worship, learn and reach out in the Church and the community in such a way that Charleston looks more like God's Kingdom because of our presence. First Presbyterian Church Charleston has a long history of transformational worship, enriching education, faith building youth programs and making a positive difference in the Charleston community, across the United States, and abroad, through ecumenical interfaith partnerships and a strong commitment to mission giving and mission in action. First Presbyterian Church Charleston strives to be a place where you can raise your kids with child focused ministries including First Presbyterian Church Preschool, Sunday School, Children's Bible Study, Middle and High School Youth Groups and intergenerational LOGOS program on Wednesdays.

How do you feel called to reach out to address the emerging needs of your community or constituency:

First Presby strives to build individual and communal relationships with Christ and create a family of faith and belonging through frequent, intentional, intergenerational interactions, so that every child, youth, and adult has meaningful connections. As a congregation, we seek to nurture spiritual development, build hope and show Christlike love to one another and our community. Our goal is to become a positive life force in the heart of Charleston, proactively using our large campus to partner with others in meeting community needs as we seek to align our historic legacy and our commitment to Christ and his gospel.

In seeking to address the emerging needs of our community First Presbyterian Church Charleston's Mission Study identified a major initiative, FPC Hope Center. FPC Hope Center would seek to provide services in partnership with area nonprofits and service agencies to serve youth and young adults (age 18-25) aging out of foster care. The proposed program components of FPC Hope Center include education completion, life skills, job training and placement, health care, and housing. We realize as a congregation that what is meaningful to us as a Christian community is truly meaningful if it also has a positive impact on our community and the world.

How will this position help you to reach your vision and mission goals:

The Associate Pastor position will demonstrate competencies in teaching, preaching and pastoral care, and share in those responsibilities with the Head Pastor. In addition, this position is a key component to carrying out mission initiatives and a successful candidate will act as a liaison between First Presby and our many varied mission partners. We seek to call an engaging leader who collaborates with an active Mission and Witness Committee to develop a mission calendar that gives opportunities for the people of First Presby to be actively involved in mission opportunities. The AP will lead missions education and be instrumental in creating and developing a missions' communication strategy that keeps the congregation aware of mission needs and successes in our local, regional and international partnerships. For over 200 years, the congregation has given generously to the community in human resources and financial support. We hope to continue to witness what can be done in fulfilling the Biblical mandate to "love the neighbor." The leader called to this position will develop relationships with the congregation and serve as the staff resource to a thriving Board of Deacons, with their renewed structure, and emphasis on congregational care, new member ministry, and fellowship activities. The successful candidate is responsible for inspiring and motivating members and friends to participate in a variety of mission opportunities and care-giving ministries.

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

The AP will have two main points of focus (1) be responsible for coordinating ministries related to missions and community outreach, and (2) be responsible for staffing and resourcing the various responsibilities related to the Board of Deacons. The AP will also assist in Sunday services, be included in a regular rotation in a preaching schedule, and provide faithful education to the congregation. Our candidate must have a Masters of Divinity and be able to support and embrace the specific positions, philosophies, vision, and programs of First Presby. The AP must be fully capable and willing to work as an integral part of a collaborative, supportive staff team. The successful candidate will demonstrate competency in mission education and strategy for vital local partnerships. Our congregation has always willingly assisted in a robust mission outreach in Charleston, and this engagement is a cornerstone of our faith and work in our community. This individual should demonstrate both expertise and interest in First Presby's mission program. Excellent leadership, teaching, and preaching skills are required in educating, motivating, and inspiring current and prospective members of the congregation. An authentic interest in knowing the members of the congregation is a must. Strong written and oral communication skills are essential to effectively connect with our congregation and community, in addition to an ability to connect through personal warmth and professional integrity.

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What specific tasks, assignments, and program areas will this person have responsibility?

The Associate Pastor will have primary responsibility for:

- Facilitating vital mission and community outreach efforts
- Serving as staff resource to the Mission and Witness and Christian Education Committees
- Serving as staff resource to an active Board of Deacons in caring for the congregation; rejuvenating the Stephens Ministries program
- Coordinate pastoral care needs in consultation with the Pastor/Head of Staff, including hospital visits as well as visits to those in nursing and personal care homes, the homebound and those with special needs and those who are bereaved
- Teaching short-term classes in Sunday School and other Christian Education programs

The Associate Pastor will have shared responsibility (with the Pastor and with congregational leaders) for the following:

- Develop a mission strategy and generate energy for mission opportunities in the community and congregation
- Co-Teach the Confirmation Class (with the Pastor/Head of Staff)
- Conduct ongoing education with the Board of Deacons
- Coordinate the recruitment and training of Christian Education teachers
- Make recommendations and facilitating selection of curricula
- Facilitate the development of small groups for spiritual growth
- Help to lead Sunday morning worship and administer the sacraments
- Preach
- Conduct funerals and weddings as requested
- Keep regular office hours
- Attend church activities
- Demonstrate healthy self-care, study, spiritual care, and prayer
- Participate in meetings and activities of the Presbytery

Optional Links:

First Presbyterian Church, Charleston: <http://firstpresby.com/>
 City of Charleston: <https://www.charlestonwv.gov/>
 Capitol Market: <http://capitolmarket.net/>
 Clay Center: <https://www.theclaycenter.org/>
 Kanawha County Public Library: www.kanawhalibrary.org
 FestivALL: www.festivallcharleston.com
 WTSQ Radio: www.wtsq.org
 WV Tourism: www.wvtourism.com
 Mountain Stage: www.mountainstage.org
 WV State Parks: <https://wvstateparks.com/>
 New River Gorge: <https://www.nps.gov/neri/index.htm>
 Presbytery of West Virginia: <https://wvpresbytery.org>
 Synod of the Trinity: <https://www.syntrinity.org>

Leadership Competencies:

Compassionate

Spiritual Maturity

Public Communicator

Technologically Savvy

Advisor

Strategy and Vision

Collaboration

Interpersonal Engagement

Bridge Builder

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Initiative

Compensation and Housing: Cost of Living Calculator

Minimum Effective Salary: \$60,000

Housing Type: Housing Allowance

References:				
Name	Address	Phone Numbers	Relation	Email
Rev. Glenn Coleman	800 N. Main Street, South Boston, VA 24592	(434) 572-3581	Former Interim Pastor	pastor@1stpres.cc
William Hairston	16 Leon Sullivan Way, Charleston, WV 25301	(304) 546-7786	Current Staff Member - Assistant to the Pastor	bhairston@ntelos.net and william@firstpresby.com
Rev. Cinda Harkless	Kuhn Memorial Presbyterian Church	(304) 736-3874 and (304)	Member of Committee on the Presbytery of West Virg	cinda56@suddenlink.net

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

Yes

Version Track Info: This MIF was last updated on 01/19/2021

Self-referral Contact Information

PNC: Kristen Harrison and Ben Adams, Co-Chairs

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