

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

**Mif #: 20350.AB0**

**Ministry General Information**

<b>Ministry Number</b>	20350
<b>Ministry Name</b>	First Presbyterian Church
<b>Mailing Address</b>	701 Florida Avenue Bristol, TN 37620
<b>Phone</b>	423-764-7176
<b>Fax</b>	423-764-5836
<b>E-Mail</b>	
<b>WWW Address</b>	www.fpcbristol.org
<b>Ministry Size</b>	401 - 650 members
<b>Ethnic Composition</b>	
	Asian 1%
	White 99%

<b>Average Worship Attendance</b>	246
<b>Church School Attendance</b>	218
<b>Curriculum</b>	Orange 252 Basic, RE:FORM, Right Now Media
<b>Certified as eligible for participation in the Seminary Debt Assistance Program</b>	False
<b>Yoked</b>	False
<b>Presbytery</b>	HOLSTON PRESBYTERY
<b>Synod</b>	SYNOD OF LIVING WATERS
<b>Community Type</b>	Small City
Ten-year trend statistics of this church/organization <a href="#">Show Statistics</a>	

**Information about the position**

<b>Position:</b>	Head of Staff (who supervised one teaching elder and other staff)
<b>Experience Required:</b>	2 to 5 Years
<b>Specific Title:</b>	Senior Pastor/Head of Staff
<b>Employment Status:</b>	Full-time

<b>Language Requirements:</b>	
	English

<b>Other Language:</b>	
<b>Statement of Faith Required:</b>	True
<b>Clergy Couples:</b>	

<b>Training/Certificate Requirements:</b>	
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<b>Other Training:</b>	
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<b>Brief Church Mission Statement:</b>	
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As disciples of the Lord Jesus Christ we are a community of believers, called by God to glorify and serve God through worship and service.

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

The congregation of First Presbyterian Church (FPC) seeks to discern and respond to God's limitless vision for our church through worship, discipleship, and service. We seek to make stewardship a way of life to guide the use of all the financial and physical resources God has provided us.

Worship is central to our life together. We strive to glorify God through thoughtful worship in diverse styles, always with a common purpose to engage, feed, and unite us as a church family with a wide range of ages, traditions, and experiences. Worship incorporates the gifts of ordained and lay leadership, a wide variety of musicians and choirs, and lay readers. We educate and equip our children, youth, and adults to become disciples of Jesus Christ through the study of God's Word and its practical application in their daily lives. Our congregation is actively engaged in teaching and mentoring students of all ages.

FPC is called to share God's love and saving grace locally and globally, as it has throughout its history. In the economically challenged neighborhood adjacent to our church, we partner with families, homeowners, and the elementary school. Boy Scout Troop 3 and Family Promise (homeless ministry) are among the organizations sponsored and hosted in our facility. We are also called to support church and school programs in both Felipe Camarão, Brazil and Dembi Dolo, Ethiopia, relationships that provide rich blessings for all involved – we are one in Christ.

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

Our congregation is one body with two distinct and spiritually enriching Sunday morning worship services; about equally attended and each serving its attendees according to their worship preferences. Although unity is a challenge, we desire to be a church family who are being led to go deeper in our individual relationships with Jesus and one another and equipped to proclaim the gospel boldly in our neighborhood and the world.

We feel called to reach out to our growing constituency, ranging from young families through aging adults by providing quality discipleship opportunities for all ages to grow in their faith. Our recent survey of the congregation confirmed the need for more effective communications and member assimilation.

FPC is a leader in community outreach in Bristol. Many of our members are directly involved in these outreach efforts, and we feel called to reach further both individually and corporately. Our neighborhood provides unique opportunities. On one side of our property is King University, a small Presbyterian-affiliated school with which FPC has had a close relationship since 1867. On the other side is a beautifully historic, yet relatively low-income neighborhood with an elementary school directly in the center. Our call is to identify and engage in meaningful personal relationships with people in our neighborhood where we may share the gospel not just in deed, but also in Word. We feel increasingly called to be the hands and feet of Jesus.

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

FPC understands worship is central as we strive to grow in discipleship and service. Our senior pastor will ground the congregation in God's Word through biblically-based preaching, while supporting the spiritual development of the congregation and inspiring a deeper commitment to service. We seek a senior pastor who enjoys shared worship planning and appreciates the richness of worship that includes the talents of staff and lay leadership. We seek someone who leads but comes as a fellow traveler on the faith journey.

FPC recognizes our individual need to grow in discipleship. We seek a senior pastor who works collaboratively, fosters honest discussion of issues and leads us to deeper interpersonal connections and commitments within the congregation. Keeping before us the mission and vision, our senior pastor will develop and empower staff and lay leaders to do the work of the church, while growing in service to God. As a part of growing in discipleship we look for a leader who will support and communicate our goal of stewardship in all aspects of our lives.

FPC acknowledges the importance of service as we grow in discipleship. We seek a senior pastor who supports and extends our efforts to better serve our members, our community and our world. We seek a leader who supports our fledgling program of shepherding members, plans with us to create a program of new member assimilation and helps us grow in service to both local and global neighbors.

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

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FPC seeks a nurturing and compassionate leader in our next senior pastor. We envision a leader whose scholarly knowledge of the Bible will promote spiritual, intellectual, and emotional growth in our congregation. Our senior pastor will be empathetic, using his/her talents to counsel and summon thought while encouraging our community to seek solutions to the problems they are facing.

We seek a senior pastor experienced with the administrative tasks required of a head of staff, and who values a collegial work environment. FPC has a talented and diverse staff, as well as numerous member volunteers who contribute greatly to the day to day workings of the church. We seek a leader who is excited about a variety of perspectives and new ways of doing old things to help move us forward. We expect our senior pastor to inspire leadership among those who have been reluctant to share their gifts with our community, while motivating others to expand or refresh their contributions so we may all realize our full potential for being disciples of Christ.

We expect our senior pastor to balance pastoral responsibilities with a private life of family, friends, and professional development. Our pastor will be kind, socially engaging and able to relate to our members on a personal level through faith and fellowship. We seek a pastor with strong leadership skills who has demonstrated the ability to handle conflict and make tough decisions in the life of the church.

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

The Senior Pastor's work is foundational to the congregation's growth in faith and in service to God. Our Senior Pastor will:

- Plan and lead worship
- Preach biblically-based sermons
- Administer the Sacraments
- Officiate weddings and funerals
- Moderate Session meetings
- Provide leadership to staff and congregation toward achieving FPC's vision
- Provide general administrative oversight of the work of the staff and the congregation's ministry
- Ensure an effective program is in place for pastoral care, counseling, and visitation of congregants, utilizing staff and lay leaders
- Oversee officer training and membership integration
- Participate enthusiastically in the life of the church
- Engage with established and prospective local and global mission connections
- Participate in Presbytery
- Serve on the Board of the Missionary Emergency Fund (MEF) and as the Chair of the FPC MEF Committee. MEF is a unique and impactful outreach resulting from the generosity of a former Bristol resident, congregant, and businessman, A.D. Reynolds. FPC receives an annual distribution from MEF. Independent from the FPC benevolence budget, the FPC MEF Committee reviews requests and awards grants to students, local and global institutions, missionaries, and mission projects based on established criteria. Board service requires the Head of Staff to attend the MEF annual meeting each May in Richmond, Virginia.

### **Optional Links:**

[www.berhane-jesus.info](http://www.berhane-jesus.info)

Facebook: First Presbyterian Church, Bristol, TN

### **Leadership Competencies:**

Compassionate

Hopeful

Preaching and Worship Leadership

Spiritual Maturity

Communicator

Decision Making

Strategy and Vision

Collaboration

Interpersonal Engagement

Self Differentiation

### **Compensation and Housing: Cost of Living Calculator**

**Minimum Effective Salary:** \$75,000

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**Housing Type:** Housing Allowance

**References:**

<b>Name</b>	<b>Address</b>	<b>Phone Numbers</b>	<b>Relation</b>	<b>Email</b>
Drs. Paul & Amber Warhurst	42831 Sykes Terrace, Chantilly, VA 20152	423-914-9369	former congregants and pulpit supply	amber.warhurst@googlemail. com
Helen Scott, Exec. Dir., Healing Hands Health Center	245 Midway Medical Park, Bristol, TN 37620	423-360-5192	Our church was a founder of Healing Hands	helen@healinghandshealthce nter.org
Rev. Elizabeth Patrick	105 Overbrook Drive, Bristol, TN 37620	423-956-9716	Congregant and pulpit supply	elizabethpatrick22@hotmail.c om

**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 03/07/2017**

**Self-referral Contact Information**

**PNC:** Nancy Allerton

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