



Ministry General Information

Ministry Name St Philip Presbyterian Church	Presbytery Grace	Synod The Sun
Email Admin@stphil.org	Preferred Phone 817-282-9181	Website Address www.stphil.org
Mailing Address 745 W Pipeline Rd, Hurst, TX 76053-4927	Alternate Phone/Email	Community Type Town
Congregation or Organization Size 101-250 members	Curriculum Varies	Average Worship Attendance 95
Church School Attendance 12	Statistical Report https://ogaapps.pcusa.org/api/report/9870	
Intercultural Composition White: 94%, Black/African American/African: 6%		Released Date 4/14/2024

Information about the Position

Position Requirements

Position Type(s)

Solo Pastor: Installed

Language Requirements

English

Experience Required

No Experience/First Ordained Call

Statement of Faith required?

Yes

Specify Title / PT Work Hours (if applicable)

Pastor

Are you open to a clergy couple?

Yes

Employment Status

Full-time

Ministry Requirements

Church Mission/Vision Statement

To be a welcoming and growing church, we share God's love in the community and meet the spiritual needs of our members. Together we embrace the truth that in God there is no inequality among people.

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position

Deliver God's word through sermons and worship services, chapel, Bible studies, and special support groups.

Organize and conduct weekly and seasonal worship services.

Administer sacraments to congregants.

Perform rites such as weddings - counseling pre-marital couples and funerals - working with associated families to appropriately honor the life of the deceased to the Glory of God.

Foster and support an Intergenerational and Intercultural culture, including in Christian Education.

Serve as the Moderator of the Session by adept time & conflict management and leading discussions to reach consensus and action.

Commit to personal connections, including phone calls and visits, with visitors and members who are in crisis, leveraging Deacons, Elders and other Church Leaders as appropriate.

Provide theological guidance for planned events and programs (i.e., SPPC Preschool).

Function as Head of Staff, directly managing all staff, with support from responsible Committees and the Session.

Help select and train church leaders so that committees, groups, and gatherings can best perform their roles in God's work in the church and community.

Participate in community outreach, particularly relating to working with the community organizations such as NEED, Meals on Wheels, Alcoholics Anonymous, and Boy Scouts that promote supporting our citizens and congregants.

Serve the Greater Church (including Presbytery, Synod, and other churches).

Activate volunteers through coaching, resource referral, and teaching to support the mission and vision of the congregation.

Participate in continuing education to maintain currency on the state of the church in the world, national and world trends, and innovative/transformational ideas.

Participate in short-term & long-term strategic planning and then in execution for the church's renewal path.

Foster engagement with visitors, congregants, and staff through prompt, open, and consistent communication and personal followup.

Compensation & Housing

Minimum Effective Salary

80000

Housing Type

Housing allowance

MDP - Narratives

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?

To be a vibrant, long-term presence in the community serving as the hands and feet of Christ. We seek a pastor who is a cheerful, enthusiastic and faithful cheerleader for Jesus. Specifically we seek to call a pastor who will help us live into this mission by:

- **Providing faithful, relevant, and inspirational preaching and worship.** Preaching and worship is the most wide-reaching ministry at this time.
- **Pastoral care and visitation.** Leveraging personal pastor contact to focus personal attention where it would be most beneficial. This includes time spent with members and non-members.
- **Maintain an openness to innovative and inspired forms of ministry.** We generally agree that business as usual is not an option, and a changing society requires a changing ministry.

How will this vision impact the community?

Realizing this vision will create synergy in spreading the Gospel and ministering to the community as our connections and followers grow. More people will feel like valued members of the community. There is a growing awareness at St. Philip of the need to look beyond our walls.

Is the congregation part of a ministry vision or program?

This vision is not expressly stated but underlies many comments from members in their responses to the SPPC Mission Survey questions. Participation in various vision-oriented missions is not universal, and there are different opinions about how to live out this vision. While members participate in various ministries, we see a need to pull them into a cohesive whole, complementing each other. The congregation willingly participates in focus groups and supports clearly defined and publicized activities.

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?

The community in which the congregation lives out its mission/vision is quite diverse. Growth has occurred recently, but the projected growth rate is expected to slow in future years. This is primarily due to the immediate focus area of a 10-mile radius being built out with minimal vacant land remaining. Demographics indicate an aging population with a universe of 50% white, and then Hispanic, black/African American, Asian and other racial groups in that order of population representation. Engagement in the community to serve all needs should be multi-generational. The strategy of outreach should be to serve all age and racial groups. Caring for the elderly of both church members and community residents should be addressed through programs of worship and services provided and all age groups should be included, not just segmented categories. A multilingual pastor or staff member could perhaps add to the ability to serve the community needs.

Some examples of serving our mission and vision that we believe exemplify our aspirations as a church:

- Our Preschool, which serves many neighborhood and local families, provides loving care and a Christian foundation through weekly chapel, songs, play, and curriculum to nearly 200 children from six weeks old to kindergarten age;

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?

- Our community garden, which currently hosts both neighbors and church members, and provides gardeners with all materials needed for organic vegetable gardening. Over half of the garden product is donated to our local food bank – providing more than 1.5 tons of fresh vegetables to families with food insecurity each growing season.
- Our Fall Festival, a joyous outdoor event held in October on the church grounds for fellowship, food, and games, which drew more than 600 people from the area in 2023.

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?

Our called pastor will help focus, positively motivate, and lead the staff and volunteers by helping us identify and move in the direction that most effectively utilizes our collective time and talents to the glory of God, adjusting as the fabric of our congregation and community change. As we, together, discern our role in executing God's work, our pastor will bring experience and wisdom to coordinate, instruct, and share in the accomplishment of our shared responsibilities to each other and to our neighbors. This specifically translates to operating alongside and focusing the Session while working closely with the office, music staff, preschool, committees, and other project/program leaders in the church and in our local area, in Grace Presbytery, and in the wider church.

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.

For us to fulfill the vision of our church's ministry we have put together a description of skills, gifts and training we hope our new pastor will possess.

Some of the skills needed are as follows: someone with a track record in church leadership areas, such as expanding church membership by inviting visitors every Sunday morning to join St. Philip, building cohesiveness, focusing our session, attending community outreach events so our church has a human interaction. We currently have on our campus a Preschool with 195 children who attend Chapel every week so leadership in this area is key. Other skills would include selection, training, and helping church members to find their leadership potential.

Some of the gifts we need are as follows: leader who can move our church ministry into the community, have a positive people-loving attitude, ability to be comfortable with conflict resolution, open to continuing learning opportunities, and nurturing our diverse members, We need a preacher who can connect our daily lives with scripture, relate to current events and give the congregation uplifting inspiration during the Sunday sermon. We are a one-pastor church so the skills to delegate some duties would make for a more productive leader. We need someone with the ability to lead our church towards our vision with enthusiasm, grace and be our agent to assist us in understanding what God needs for the future of our congregation.

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

The minister will be responsible for:

- Inspiring and educating the congregation through preaching the word of God in church services and supplementing

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

Christian Education programs as appropriate.

- Inspiring, coaching and educating Ruling Elders through effective moderation of the Session.
- Coaching and guiding the congregation and leadership in:
 - developing a definition and understanding of our community(ies) and our goals in to increase connection with that(those) community(ies),
 - development of a realistic, executable, sustainable vision and mission,
 - identifying and guiding leadership in the development and implementation of committee structures, cross-organizational teams, and programs to support the vision and mission,
 - inspiring the congregation and leaders to actively pursue that vision and aiding in the identification and attainment of the resources to do so.
- Representing the congregation and our denomination to the community and guiding us in the increase of our presence within that community(ies).
- Working with the Session, Diaconate and other congregational caregivers with visitation as needed.
- Facilitating volunteers through coaching, resource referral, and teaching to support the mission and vision of the congregation.
- Participating in continuing education to maintain currency on the state of the church in the world, national and world trends, and innovative/transformational ideas.

Optional Links

Mission Study - - <https://files.constantcontact.com/38bad164101/69674b82-73a5-4688-be64-b4dec6b3865d.pdf?rdr=true>

References

Reference #1

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