



**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 0423
Ministry Name National Presbyterian Church
Mailing Address 4101 Nebraska Avenue NW
City Washington State DC Zip Code 20016
Telephone Number 202-537-0800 Fax Number _____
Email pastorsearch@nationalpres.org
Web site https://nationalpres.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

Average Worship Attendance 300 in person + 900 online (Fall 2021); 600 in person + 250 online (pre-Covid)



Church School Attendance Fall 2021: 35 children 50 youth, 50 VBS, 110 adults (in person and on-line);
Pre-Covid (2019): 76 children, 50 Youth, 140 VBS, 140 adults

Church School Curriculum Group Publishing

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.

0% American Indian or Alaska Native

5% Asian

8% Black or African American (African Native, Caribbean)

1% Hispanic Latino/Latina, Spanish

1% Middle Eastern

0% Native Hawaiian or Other Pacific Islander

85% White

Other _____

Presbytery National Capital Synod Mid-Atlantic

Community Type (select one)

_____ College

_____ Rural

_____ Suburban

_____ Small City

_____ Town

X Urban

_____ Village

_____ Recreation

_____ Retirement

_____ N/A

Clerk of Session Contact Information:

Name John Gregg

Address NPC, 4101 Nebraska Avenue NW

City Washington State DC Zip Code 20016

Preferred Phone 301-229-4439 Alternate Phone _____

E-mail npcclerk@gmail.com FAX _____



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
5-10 years	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
	Associate Pastor (Christian Education)		Director of Music (non-ordained)
	Associate Pastor (Youth)		Minister of Music (ordained)
	Associate Pastor (Other) (Cong. Care)		Mission Co-worker (International)
	Pastor (Church Planter, New Worshipping 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) Senior Pastor and Head of Staff

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	<input type="checkbox"/>	Interim Executive Presbyter Training	
Certified Christian Educator	<input type="checkbox"/>	Certified Business Administrator	
Certified Conflict Mediator	<input type="checkbox"/>	Clinical Pastoral Education Training	<input type="checkbox"/>
Other	_____		

Language Requirements

<input checked="" type="checkbox"/> English	<input type="checkbox"/> Spanish	<input type="checkbox"/> Korean	<input type="checkbox"/> French
<input type="checkbox"/> Arabic	<input type="checkbox"/> Armenian	<input type="checkbox"/> Creole	<input type="checkbox"/> Portuguese
<input type="checkbox"/> Japanese	<input type="checkbox"/> Russian	<input type="checkbox"/> Swahili	<input type="checkbox"/> Burmese
<input type="checkbox"/> Cambodian	<input type="checkbox"/> Indonesian	<input type="checkbox"/> Laotian	<input type="checkbox"/> Thai
<input type="checkbox"/> Vietnamese	<input type="checkbox"/> Taiwanese	<input type="checkbox"/> Cantonese	<input type="checkbox"/> Mandarin Chinese
<input type="checkbox"/> Twi	<input type="checkbox"/> Sign Language	<input type="checkbox"/> _____	<input type="checkbox"/> Other

Statement of Faith Required Yes No

Mission Statement

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

Leading People to Become Faithful Followers of Jesus Christ Together in God's World



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.

National Presbyterian Church (NPC) is a faithful, vibrant, and hospitable congregation located in Washington, DC, with members from the District of Columbia, Maryland, and northern Virginia. With a rich history in the Nation's Capital, NPC has a weekly attendance of about 1,200 (in person and online) and has seen its Sunday online worship participation increase significantly during the pandemic.

We believe God is calling us to lead people to become faithful followers of Jesus Christ together in God's world. Our mission statement (*see* 2014 Strategic Plan) boldly declares that NPC is committed to discipleship, to community, to missional service within and beyond our congregation, and, most importantly, to a deep and abiding faith in Christ.

As Presbyterians, we value and are comfortable with new ideas—"reformed and always being reformed according to the word of God." Following our 2014 Strategic Plan, we have continued to prayerfully discern the Lord's will in our individual lives and the life of our church in all areas, including in worship, education, care for the congregation, and mission. Areas of current focus for the congregation include: exploring new topics and formats to grow adult, youth, and children worship and fellowship; enhancing conditions for an intentionally welcoming church body that reflects our region's local diversity and global reach; and, finding new ways to serve as faithful disciples of Jesus Christ in a changing world.

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

NPC engages our local and global community through worship, spiritual growth, care, and service. NPC seeks to broaden our reach and accessibility to the broader community. Our 2014 Strategic Plan underscores the congregation's desire to pursue, support, and adapt to a diverse membership in order to expand and sustain the NPC community. We seek a Senior Pastor who loves God and loves people, and who will lead the spiritual growth of current and future members and visitors of diverse backgrounds.

The pandemic confirmed our belief that a thriving and resilient 21st Century Church must be an online-ready church. Thanks to tools such as our online church directory and webcast capabilities, we continued our activities online during the pandemic, including worship, group discussions, and music performances. We have been blessed with increased online participation and seek to spread Christ's love and good news to a broader community. We seek an adaptive Senior Pastor to lead a 21st Century Church committed to faithfulness, biblical teaching, and a caring servant culture.

As we transition to a post-pandemic world, we will continue to worship in a hybrid format, in-person and online. Backed by a successful capital campaign and facility expansion, our church has become more open and accessible,



consistent with our vision for spiritual growth and expanded worship, care, and service. We seek a Senior Pastor to lead us in developing a more welcoming, loving, and hospitable culture that encourages all to deeper faith and attracts newcomers.

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

The congregation prays for God's help and wisdom in developing a two-way partnership with its next Senior Pastor in a "covenant relationship" that will inspire prayer, education, inclusion, and discernment. NPC is a congregation of committed and caring people who seek more engagement with one of the most diverse communities in the nation.

Our commitment to increased diversity includes embracing differences in age, gender, ethnic background, cultural heritage, and music, and the use of even more inventive technologies so that God's word may be heard throughout the metro area. To engage with persons of diverse backgrounds will require a vigorous commitment of talent and resources from the entire NPC community to reach out and gain the attention of a society that is often captured and focused on events of the nation within the Capital area.

The recently completed renovation of NPC's campus infrastructure, made possible by a multi-year capital campaign, is an affirmation of the congregation's commitment to grow stronger in its core mission of proclaiming the Gospel of Jesus Christ throughout Washington, DC, and its Maryland and Virginia suburbs. Part of the construction and renovation created new pathways and entrances to the Sanctuary to open new doors for a diverse community. We desire to welcome all who seek the Gospel's message of salvation and joy.

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

We are seeking a spiritually mature pastor who is compassionate and culturally proficient. Someone who will inspire the congregation with preaching that is clear, biblically-based, rooted in the Reformed tradition, and artfully delivered. We are praying for someone who is Christ-centered and is motivated to attract and shepherd Christ followers and seekers of all ages.

We need a pastor who knows how to work well with others and is blessed with a sense of humor and humility. We are looking for someone who is not only a good listener and bridge-builder but also able to communicate effectively in a variety of settings, including large and small groups and the broader public.

We desire a strong leader who knows how to get things done in a complex, large church system. We need someone who can recognize the talents of others and empower them in service to the Lord. We hope that person is a curious and thoughtful life-long learner who can decisively move us into the future while understanding the importance of changing technologies and the many ways we can make the church accessible.

We are looking for someone who will be a strategic thinker with a vision and appetite for servant leadership in an everchanging world. Although our city and global community have faced the challenges of political and racial strife in addition to the pandemic, we see great opportunity to share God's light with our neighbors. We seek a forward-looking shepherd to lead us into our next chapter.



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

- Preaching two sermons, 40 Sundays/year, and at some special mid-week events in Advent and Lent, that are biblically-based and rooted in the Reformed tradition.
- Planning and leading worship (regular Sunday services and special mid-week services in Advent and Lent) in a collegial relationship with the Director of Music, and facilitating preaching by the Associate Pastors.
- As Head of Staff, responsible for building an effective team of 24 full-time and six part-time staff, and two Parish Associates. An Executive Pastor shares in the responsibility for day-to-day administration.
- Providing vision and strategic leadership for the Session, as Moderator, and the entire church family, encouraging and equipping them to support NPC's four pillars: worship, grow, care, and serve.
- Encouraging members to fulfill financial responsibilities as faithful stewards of God's resources. Advising Session on the financial health of the church and identifying priorities for the annual budget.
- With the Associate Pastors, administering the sacraments and, on occasion, participating in pastoral counseling, visitations, weddings, and funerals.
- Maintaining a positive relationship between the church and the presbytery, encouraging members to serve in presbytery positions, and advising Session on denominational issues.
- Maintaining a strong working relationship with the National Presbyterian School, co-located on the church campus.
- Serving as NPC's public face in local and national venues.

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)

<https://nationalpres.org/>

<https://nationalpres.org/welcome/annual-reports/>

https://nationalpres.org/wp-content/uploads/2021/02/Strategic-Plan-2014_1.pdf

<https://nationalpres.org/welcome/about-us/race-national-presbyterian-church/>

<https://nationalpres.org/wp-content/uploads/2022/01/Biblical-Standards-for-Christian-Leaders-NPC.pdf>

<https://www.nps-dc.org/> (National Presbyterian School)



LEADERSHIP COMPETENCIES

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

THEOLOGICAL/SPIRITUAL INTERPRETER		
X	Compassionate – 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.	
		X
X	Preaching and Worship Leadership: 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
	Lifelong Learner – 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.	
COMMUNICATION		
	Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.	
X	Public Communicator - 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.	
	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry. <i>(For NPC: Software and websites, yes; blogging and multi-media, no)</i>	



ORGANIZATIONAL LEADERSHIP

	Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation's/organization's vision and mission.
	Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.	X	Culturally Proficient – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	Externally Aware - 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.		Entrepreneurial - 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.
	Risk Taker – 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.		Task Manager - 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.
	Willingness to Engage Conflict: 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.		Decision Making: 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	Organizational Agility: 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.	X	Strategy and Vision: 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.
	Financial Manager – 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.		Funds Developer – 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.
	Collaboration: 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	Interpersonal Engagement - 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.	X	Bridge Builder – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.
X	Motivator - 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.		Personal Resilience: 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
	Initiative: 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.		Flexibility - 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.
	Self Differentiation: 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.		

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 \$ 165,000 Maximum *Effective* Salary \$190,000

Housing Type Manse
 X 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 The Rev. John Molina Moore
National Capital Presbytery
Address 11300 Rockville Pike, Rockville, MD 20852
Phone Numbers (240) 514-5348
Relation General Presbyter of the NPC's Presbytery
E-mail jmolinamoore@thepresbytery.org

Name The Rev. Peter James, former Senior Pastor, Vienna Presbyterian Church
Address 124 Park St. NE, Vienna, VA 22180
Phone Numbers (703) 717-3777
Relation Longtime colleague at peer church
E-mail petergjames77@gmail.com



Name The Rev. Dr. Joyce Emery, Transitional Pastor, Bethany Presbyterian Church
Address 4420 N. 41st Street, Tacoma WA 98407
Phone Numbers (206) 409-9387
Relation Former Interim Associate Pastor for Congregational Care at NPC
E-mail emery.joyce@gmail.com

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

Name Elder Glenn Schmitt
Address 5611 James Gunnell Lane
City Alexandria State VA Zip Code 22310
Preferred Phone (202) 502-4531 (work)
Alternate Phone (703) 731-1413 (cell)
E-mail Address for PNC Communications (required): pastorsearch@nationalpres.org

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee _____ Date February 2, 2022

Signature

Clerk of Session _____ Date February 2, 2022

Signature

Presbytery _____ Date _____

Signature