



**ST. ROCH
COMMUNITY
CHURCH**



Experience

Embrace

Enjoy

Engage

**Pastoral Search
2019
Church Profile**



St. Roch Community Church (pronounced “Saint Rock”) of New Orleans, LA, is seeking a lead Pastor to share in fellowship, worship and ministry in a beautifully diverse congregation and neighborhood. We are a 12-year-old church, led from the beginning by Pastor J.B.Watkins. Pastor Watkins is a prayerful leader, humble teacher, and passionate shepherd to many in the St. Roch neighborhood. In summer 2019, Pastor Watkins and his family will follow the Lord’s call to a new ministry. Therefore, we seek to call a pastor who shares these important characteristics, and who brings with him an authentic love for the Word, a heart to mentor and lead our body, and skill in nurturing the spiritual development of the congregation. The lead pastor will devote a significant amount of time to the pastoral duties of preaching and teaching, sharing those responsibilities with the elders and other guest preachers. The remaining time will be spent mentoring and shepherding congregants; raising up and mentoring leaders; and developing and overseeing ministry teams, such as discipleship groups, diaconal ministry, and evangelistic efforts in the St. Roch community.

Characteristics and Location: St. Roch Community Church is characterized as a church that is loving, caring, helpful, and welcoming. The Church sanctuary is located in the 8th Ward of New Orleans, in the St. Roch Neighborhood. Our neighborhood, which was once mostly African American, is in the process of being gentrified.

Demographics: Our church is diverse in every sense of the word. Currently, church members are from many different racial, educational, spiritual, economic and family backgrounds. Most live primarily in the St. Roch neighborhood. We reflect the make-up of our neighborhood, in that many members have moved in from around the US, and many members are native New Orleanians. The congregation includes many members in the 25 to 40 age range, as well as several older women we consider the “mothers” of the church, a large number of nursery to elementary children, and a handful of junior high/high school aged children.



ST. ROCH COMMUNITY CHURCH



FEB. 2007



SPRING 2007



BACKYARD BIBLE STUDIES
BEGIN. POT-LUCK DINNERS
WEEKLY. OUTREACH BLOCK
PARTIES IN 8TH & 9TH WARD

PASTOR SEARCH BEGINS,
ACQUIRED FLOODED OUT CORNER
STORE PROPERTY ON THE CORNER
OF N. ROMAN & ST. ROCH AT AUCTION.
PROPERTY GUTTED, AND TOTALLY RENOVATED.



FALL 2008



FALL 2007

FIRST ARTIST IN RESIDENCE ARRIVE,
CHURCH OFFICES UNDER CONSTRUCTION,
CHURCH PROVIDED FREE TAX FILING SERVICES.
CLOTHES CLOSET. HEALTH FAIR. FIRST CHRISTMAS STORE.
PUMPKIN CARVING. "BLOCK PARTIES" MOVED TO THE PARK

J.B. & STEPH WATKINS MOVE
TO NOLA. EVENING CHURCH SERVICES
STARTS IN YOUTH ROOM, J.B. INSTALLATION SERVICE
FIRST THANKSGIVING POT-LUCK DINNER, WORSHIP
SERVICES CONTINUE IN YOUTH ROOM WHILE
CONSTRUCTION CONTINUES IN SANCTUARY

OCT. 2008



SUMMER
2009



FIRST WORSHIP SERVICE IN
SANCTUARY, ST. ROCH CDC ACQUIRE
AND RENOVATE PROPERTIES
ON ST ROCH AVE,

FIRST SUMMER CAMP,
FIRST ADULT BAPTISMS,
WORLD MAGAZINE FEATURE.

AUGUST 2010: FIRST MISSIONARY COMMISSIONED, EMILY TO SOUTH AFRICA
EARLY 2012: SRCC PARTICULARIZED + FIRST ELDERS ORDAINED.
2013: FIRST DEACON INSTALLED. MERCY TEAM WAS INSTITUTED.
2017: 10 YEAR ANNIVERSARY CELEBRATION. INTRODUCTION OF YOUTH SUNDAY.



Timeline

In August 2005, Hurricane Katrina devastated New Orleans, causing tragedy and profound change, inviting inadequate government response, and initiating unforeseen consequences that continue to inform what it means to live in New Orleans today. The aftermath of Katrina disrupted neighborhoods and prior ways of life, banished some residents to other parts of the country, and opened the doors for volunteers and opportunists alike to arrive and settle in. St. Roch Community Church was founded as a small Bible study composed of native New Orleanians and transplants (many of whom had arrived to work with Desire Street Ministries before Katrina; they were quickly joined by incoming volunteers). The Bible study met in members' living rooms hosted block parties, and by the spring of 2007, was ready to buy a building and call a pastor.

The founding members acquired an old flooded out corner store at auction and renovated it completely, restoring three buildings so that they were eventually able to contain church offices, an apartment, a sanctuary, a youth room, and a live-work space for a resident artist. While hard at work establishing a physical space for the young congregation, the members and volunteers were also prayerfully seeking a pastor. Pastor J.B. Watkins and his family were installed at St. Roch in the fall of 2007, and saw the consecration of the finished building in the fall of 2008.

Since establishing these foundations of church life, St. Roch has undergone repeated seasons of growth and transformation. From its first summer camp in 2009, St. Roch now extends a variety of youth ministries to kids in the form of Young Life, After School Program, Young Women's Bible Study, and nursery and Sunday School offerings on Sundays and Wednesdays. Our first artist-in-residence arrived in the fall of 2008; we're currently hosting our tenth resident this year. In 2012, our first cohort of elders was ordained, establishing a session of faithful, capable, prayerful leaders. This spring, a new set of ruling elders will be ordained, and they will be joined by St. Roch's first ever Women's Leadership Council, a group of three women nominated to partner with our session in prayer, discussion, and direction of our body. In 2013, our first deacon was ordained, and he oversaw the establishment and blessing of our co-ed Mercy Team; together they work for the material alleviation of physical and spiritual needs.

Along the way we've experienced much joy, we've hosted cook-outs on the park, cookie decorating parties and pancake races; offered back-to-school events, tax filing assistance and health fairs. We have lost dear loved ones and mourned together. We have rejoiced over marriages and the births of precious babies. We have opened our church doors to groups in the neighborhood who need a place to meet as they pursue the well-being of our community. In partnership with Thrive, St. Roch's Community Development Association, we have been able to partner with and support efforts to push back on blight, provide affordable housing, offer job training and financial literacy courses, and provide expertise for entrepreneurs as they take their skills into independent business ventures.

God has brought us a long way; he has been faithful. We look forward to seeing what He will do in our midst in the years ahead.



*It is our **VISION**, as members of St. Roch Community Church, that we would experience, embrace, and enjoy God's redemption, in Jesus Christ, in every area of our existence.*

*As such, it is our **MISSION**, that by loving God and our neighbors we will holistically preach Christ, in word and deed, so as to raise up godly leaders from within our community who will in turn promote its spiritual and physical well-being.*

At St Roch, we **Experience, Embrace, Enjoy, and Engage...**

Experience – by coming into encounter with the goodness of God through the flourishing body of Christ, we hope to draw each other, and those hungering for truth, into the consistent experience of Spirit-led worship and teaching. We put prayer front and center in our services and in our lives, and we dive into the Scriptures for truth, guidance, and comfort. Without Christ as the head of all we do, we're a community center, and our efforts are good but hollow.

Embrace – because God has loved us first, continues to love us deeply, and has provided salvation and shalom for his people, we love each other unconditionally. This little church has been through a lot, and so we celebrate with each other, we mourn with each other, we repent, we forgive each other, and we extend ourselves practically in times of need. We look to love deeply and serve on purpose. No one is left out, but we're intentional about families (the ones we're born into and the ones we choose) and we're intentional about being a diverse, equitable body.

Enjoy – we worship a very good God, a God who first draws us in, and then guides every believer into discipleship and service. As we enjoy the promises and callings of God on our lives, we are blessed to continually grow into further revelation of repentance and forgiveness, rejoicing and mourning, contentment and generosity. We enjoy God's unfolding work in the life of our church in the context of a beautiful city full of life and creativity, and we are privileged to do life with incredible people. We express our gratitude and delight through eating together; singing together; affirming and supporting one another; and inviting others to come and eat and worship with us inside and outside the four walls of the church.

Engage – none of these values happens without intention, vision, and committed follow-through, so we are engaged in all sorts of ministry opportunities - some programmed, some informal. All of it is important, from something as simple as conversing with neighbors and inviting them to church, to embedding ourselves in the creative life of the city, to running comprehensive youth programs and feeding our local homeless population every Sunday morning, to making sure our diaconate is prepared to jump in and meet urgent practical needs in our body and neighborhood.

Our Core Values

Spirit-Led: prayerful; Gospel-centered; rooted in Scripture.

Jesus promised his disciples a helper and advocate that would be with them forever - the Holy Spirit. (John 14:15-17). Operating from the assurance of this promise, the leadership and members of St. Roch Community Church invoke the guidance and help of the Holy Spirit by dedicating significant time in prayer, both during and outside of weekly corporate worship. Members often share their prayer requests in public worship and are regularly encouraged and reminded to pray for one another, the global church, the St. Roch community, our nation and the world. Furthermore, members of St. Roch believe the Spirit moves in hearts of men and women through the preaching of the Gospel message, both in Sunday sermons and in the exhortation of fellow believers to one another. Finally, the members of St. Roch acknowledge the power of the Holy Spirit, which makes the truth of Holy Scriptures alive and relevant in the lives of those who listen and read it with open hearts.

Unconditionally Loving: familial, diverse, authentic.

Jesus taught that the entire law could be summed up in two commandments: to love God and love neighbor. (Matthew 22: 37-40) In light of this teaching, the members of St. Roch seek to know and love each other and their neighbors of all ethnic, gender, age, educational, ableness and class distinctions. Believing that differences among individual members of the church and community are gifts from God meant to strengthen the functioning of the group (1 Corinthians 12: 12-26), St. Roch Community Church celebrates the diversity of its members and broader community and desires to build an inclusive culture that is hospitable, honoring and empowering to all. Given its particular geographic and historical context, St. Roch Community Church also realizes that building and maintaining an inclusive culture requires the destruction of long- standing cultural practices and the turning away from generational sins. This difficult reconciliation work - both inside and outside of the church walls - requires courageous truth-telling and radical humility, repentance and forgiveness. Mercifully, the Spirit empowers us with the very characteristics needed for the work of reconciliation - love, joy, peace, patience, kindness, goodness and faithfulness. (Galatians 5:22)

Servant-Hearted: ministering through outreach, mercy, and evangelism.

From birth to death, Jesus modeled a life of service. In his own words, he entered the world he made “not to be served, but to serve.” As followers of Jesus, members of St. Roch Community serve neighbors in the St. Roch neighborhood through community engagement, deeds of mercy and regular evangelism. St. Roch Community Church serves the neighborhood through an after school educational program for youth and regularly partners with other neighborhood organizations to host events promoting recreation, healthy living and educational opportunities, Church members and leaders serve on neighborhood association boards and police oversight committees. In addition, the St. Roch Mercy team seeks to serve the immediate needs of members and community members by connecting them to resources. Finally, the church seeks to serve its neighbors through the ministry of evangelism, believing that the gift of the gospel and its message of the forgiveness of sins is the ultimate hope of the world.



Goals

...to be **gospel-centered, rooted in scripture** and dependent on the teaching of our Lord and Savior Jesus Christ.

...to cultivate joyful, **cross-cultural**, God-honoring, **Spirit-led** worship in our services and in our lives throughout the week.

...to deepen our approach to **prayer**, yielding ourselves to the will and comfort of God, hearing and obeying His voice, acting according to our prayers and our neighbors' expressed needs.

...to grow further as a **church family**, strengthening real and honest **relationships** within the church, and visibly demonstrating the love of Jesus Christ to those around us.

...to work diligently to identify and **dismantle racism**, replacing it with a restorative Kingdom culture where the gospel message brings conviction and repentance to sin, restitution and restoration to oppression, and celebration, not suppression, of diversity.

...to **disciple** brothers and sisters to **serve God**, so that we become instruments of reconciliation, mercy and justice in our communities — in our own St. Roch neighborhood, and in the diverse contexts in which we daily live and work.

...to become **excellent** in ministry, self-sufficient in our finances, and steady in drawing in new members who experience God's presence in our midst.

St. Roch Community Church Ministries

*(Y) denotes youth programming

Sunday Worship and Wednesday Bible Study

Sunday worship and Wednesday night Bible Study are the anchors of our church's life together. We gather to confess our sins corporately, receive assurance of forgiveness, read scripture aloud, offer up prayers and praise reports, sing, and receive exhortation through the sermon. On a monthly basis we partake in communion, take up a love offering towards the alleviation of material needs within our community, and enjoy a potluck meal together. On Wednesdays we dig more deeply into the scriptures in smaller discussion based setting.

After School Program (Y)

St. Roch Community Church After School Program is for children K-12th grade. It is designed to see students thrive in a place that is set up just for them. It is a supportive, encouraging, and empowering environment where kids can be kids, have fun, receive academic assistance and witness the gospel lived out by our staff and volunteers daily.

Young Life (Y)

St. Roch Young Life invites youth ages 11-18yrs to follow Christ through club meetings, Campaigners, weekly Bible Study, and Summer Camps.

Young Women Bible Study Group (Y)

Girls ages 14-18yrs meet once a week where they are able to develop healthy friendships, fellowship with one another and, most importantly, learn about God. Our goal is that each girl will be encouraged to grow in their relationship with God and have fun!

Summer Day Camp (Y)

Our annual Summer Camp is led by young adult interns from within our community that have committed to learn about God's love as they serve and invest their time and talents in the kids of our neighborhood and city. The kids are invited into a safe and fun filled space that incorporates the gospel in unique and artistic ways such as dance, chants and cheers, games, group exercises and more.

Sunday Nursery & Wednesday Bible Study (Y)

During Sunday worship and Wednesday Bible Study St. Roch provides an intimate time set aside for the youth. During Sundays kids ages 4 and under are given the opportunity to learn about God by learning verses with songs and chants, playing games and doing crafts. Wednesday youth bible study are for youth up 10 years of age. During this time kids will also learn about the Gospel, embrace prayer, and partake in games and fun activities.

Artist In Residence

The artist residency at St. Roch Community Church allows our small congregation to extend the sizable gift of hospitality in ways that deeply impact individuals and culture at large. Nine months of housing, studio space, and stipend are awarded to outstanding emerging artists, who are able to hone their craft with a devotion and excellence that only a consecrated time can afford. Frequently, work that is made during the residency is exhibited in a variety of venues and generates robust portfolios submitted to graduate schools or other professional opportunities. Most importantly, resident artists finish the program in abiding relationship with a caring, honest, and diverse congregation that seeks to love God and neighbor in humility and earnestness.

Discipleship Groups

Discipleship groups are an opportunity for fellowship to be built into weekly rhythms: at these meetings, one might find a shared meal around a dinner table, times of prayer requests and petitioning of the Lord, requests for accountability or moments of confession, or the welcome of a neighbor, friend, or acquaintance to a meal who might not be otherwise involved in the life of the body. We believe that quality time together is an indispensable part of our dependence on the Lord, who in His great mercy surrounds us with His people. Growth, nourishment, and challenge flow out of such gatherings. Additionally, we pray that the cumulative effect of these gatherings are a winsome testimony to the Lord's abundant gifts of peace and reconciliation within the St. Roch community.

Mercy Ministry

The SRCC Mercy Team, led by our deacons, is comprised of men and women from our church, helps address the physical needs of members and neighbors in crisis. We use an intake form and a team approach to help consider each request and assess our ability to help. The Mercy Team is also responsible for the upkeep of the church property.

Missions

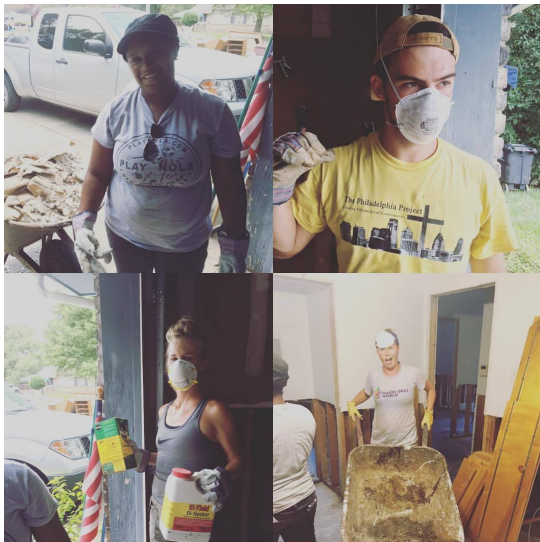
Our primary strategy for local missions is loving our neighbors and neighborhood in consistent, tangible ways. We see the use of our neighborhood park as an opportunity to fellowship, participate in the life of the city, and invite neighbors into the life of our body. We focus on being an authentic community built through intentional friendships with people who are not like us. We feel a Christian community is one of the primary ways to demonstrate the effectiveness of the gospel. We have been meeting and praying in the past few years about how we can support and extend ourselves toward foreign missions. We hope to build relationships with missionaries and partner with them in a way that develops and supports their local leaders.

Thrive New Orleans

Thrive is a Christian Community Development organization that focuses on affordable housing, small business training for underserved entrepreneurs, and job training through Restoration Thrift.

Sharing Space

We open up our doors to a variety of community members who need space in which to meet or operate, from a weekly Narcotics Anonymous meeting, to providing office space for the non-profit Making Connections, to weekly Zumba classes, to a monthly Neighborhood Association meeting – we believe our space should be available to our neighbors.



Leadership Profiles

Church Staff

Gentri Williams is the Director of Ministries and Discipleship. His role involves checking in with the different ministries of the church to assess them and provide for their needs as much as possible. He also assists the Pastor in preaching from time to time and has taken on teaching our weekly Wednesday Night Bible Study. When Gentri isn't at the church you can find him serving his beautiful family, cooking up some delicious Louisiana food, and maybe even giving a few rides with Uber or Lyft.

Oscar Brown is our Youth Director. He runs our Young Life Program with the help of a small team. Right now, Young Life meets once a week on Tuesday nights at the church and in the summer, offers opportunities for our middle and high school youth to go to a week of summer camp. Oscar is also very involved in Sunday Worship, preaches from time to time, and is studying to become an elder on our leadership team. When Oscar isn't at church, you can find him snapping pictures, screen printing t-shirts, and you might even spot him in a second line if you're lucky!

Nika Carter is our part-time Youth Activities Coordinator. She organizes our nursery and youth volunteers, leads an after school program during the school year and orchestrates a summer day camp that serves youth ages 5-12. She partners with various organizations throughout the city that help support the kids of our neighborhood and church. Nika also works part-time to oversee the maintenance and cleanliness of the sanctuary and church offices. Outside of SRCC Nika is a part-time nursing student at Delgado Community College and works full-time as a Paraprofessional at Kipp Central City Primary Elementary School using her medical background to serve children with special needs in the greater New Orleans area.

Julie Whiteman is our full-time Office Administrator. She oversees finances, purchasing, communications, building maintenance and security, events, publications, website/social media, and neighborhood engagement with the direction of the Pastor. She interacts closely with all ministries of the church, and is also the personal assistant to the Pastor. Her schedule is flexible in order that she may be extended in ministry that best suits the needs of the congregation and neighborhood. Outside of this position, but very connected to it, she teaches a community Zumba class once a week at the church and serves as a leader on the worship team. She also serves on the Board for the Faubourg St. Roch Improvement Association and is on the Steering Committee for Making Connections, with whom the church shares office space and support.

Session

Our session currently consists of two Ruling Elders, Aaron Collier and Gentri Williams, and one Teaching Elder, our pastor, JB Watkins. They currently meet every third Sunday after church and work as a team on everything from Sunday Worship to pastoral care issues and anything else that may arise in the church. We are in the process of training two additional Ruling Elders.

Women's Leadership Council

We are excited by the recent establishment of a Leadership Council composed of wise, godly women, who will serve by participating in sessional meetings and offering their unique input on a range of issues within our beloved body.

Diaconate

We currently have two Deacons, Ben McLeish and Demetrius Smith. They are assisted by our Mercy Team, consisting of 5 women and 2 men.

Pastoral Job Description

As we look to build on the beautiful, strong foundation God has laid here these past 12 years, we're eager to share the life of our body, eager to grow, and therefore expect to call someone with significant experience - between 10-20 years in ministry.

A full time lead pastor should possess the following characteristics and qualifications:

- He should be dedicated to teaching and preaching out of a deep love and knowledge of Scripture.
- He should be a prayerful man, whose decisions and understanding are formed by the Holy Spirit, modeled on the life and ministry of Christ, and attentive to the needs and specificities of the congregation.
- It is essential that we call someone who is passionate about justice and equity regarding race and gender, someone who is not afraid to enter into difficult conversations, but who tempers the truth with love, conviction with tenderness.
- We would love to call a pastor who has a servant heart, listens closely, is trustworthy, and also has the ability to delegate and foster the gifts and callings of the people around him.
- Has been or is able to be ordained in the PCA.

Primary roles and responsibilities:

- Weekly preaching and leadership of the worship service.
- Regular oversight and mentoring of the church's staff and ministry heads in pursuit of their personal growth and the excellence of their ministries.
- Excited to generate renewed visions for community outreach, discipleship, and youth ministry.
- Possess an ethic that leads to the deliberate pursuit of justice and equity along the lines of division and disparity: racial, gendered, and economic.
- Set the example in prayerfulness and worship.
- Recognize and encourage gifts within the body and provide godly comfort, conviction, or counsel as needed - whether in a joyful context like the anticipation of marriage, or in times of grief or confusion.
- Enter gladly into the life of our neighborhood and community, through fellowship, and through a commitment to living within a two mile radius of the church.
- Given our goal of becoming a self-sufficient church, we need a leader capable of administering a church budget and setting financial priorities for the church. This likely includes the encouragement of biblical stewardship within the congregation, and pursuit of external fundraising as necessary.

We are excited to begin the process of prayerfully considering all applicants. For further information or to submit the following application requirements, please contact our Pastoral Search Committee at psc@strochcc.org.

1. Cover letter
2. Resume
3. Two letters of recommendation
4. Names and contact info for three references (given the sensitive nature of a pastoral search, no references will be contacted without your prior knowledge and consent).
5. Answers to the following questions (please respond in 3-5 sentences).
 - a. *Considering what you've read in our church profile, what are your first thoughts about SRCC?*
 - b. *Describe your passions in ministry.*
 - c. *How would you describe the development of discipleship in the life of the church?*
 - d. *What is the role of prayer in your ministry decisions?*
 - e. *How do you balance ministry within the church and reaching nonbelievers?*
 - f. *How has the gospel impacted your life in the last 3-5 years?*
 - g. *What do you believe are your personal strengths and weaknesses?*



Office of the Stated Clerk
1700 North Brown Road, Suite 105, Lawrenceville, GA 30043
Phone 678-825-1000 Fax 678-825-1001 Email: pastorsearch@pcanet.org

CHURCH PROFILE FORM

Revised 8/2017

☒ Check here if you would like to be added to our Ministry Opportunity List
(www.pcaac.org/get-involved/pastoral-job-positions/)

PART I -- BASIC DATA

1. NAME OF CHURCH: **St. Roch Community Church**

ADDRESS: **1738 St. Roch Ave. New Orleans, LA 70117**

TELEPHONE: **504-940-5771**

PRESBYTERY: **Southern Louisiana**

2. NAME OF PULPIT COMMITTEE CONTACT PERSON: **Oscar Brown/Anne Nelson**

MAILING ADDRESS: **1738 St. Roch Ave. New Orleans, LA 70117**

TELEPHONE: **504-940-5771**

EMAIL: **PSC@strochcc.org**

3. TYPE OF COMMUNITY

Inner City	X
Urban (Downtown)	
Urban (Residential)	
Suburban	
Small Town	
Rural	
College	
Retirement	
Resort/Recreational	
Agriculture	

4. TYPE OF CHURCH

Church with Multiple Staff	X
Church with Solo Pastor	
Mission Church	
Non-PCA Church	
Overseas Church	

5. SIZE CHURCH

Under 100 members	X
101-250 members	
251-500 members	
501-800 members	
801-1,000 members	
1,001-1,600 members	
Over 1,600 members	

6. TYPE OF POSITION VACANT

Pastor (Solo) _____
 Senior Pastor X
 Associate Pastor _____
 Assistant Pastor _____
 Interim or Supply _____
 Lay Professional _____
 (e.g. Educator, Musician)
 Pastoral Counselor _____

7. CONGREGATIONAL INFORMATION

Average Attendance _____
 # of Adults over 65 6
 # of Adults under 65 35
 # of Teens 15
 Number of Children 15

8. FINANCIAL INFORMATION

Total Income _____
 Benevolent Disbursements _____
 Church Expenses _____
 Ministers Compensation Package _____

9. MANSE:

(a) Does the church have a manse? ____Yes X No (b) If "yes," is the pastor expected to live in the manse? ____Yes ____No

10. SCHOOL:

Does the church own or operate a school? ____Yes X No

11. PROGRAMS AND OUTREACH

Attached _____

PART II -- PASTOR CRITERIA DESIRED
(Check all that apply)

A. YEARS OF MINISTRY EXPERIENCE REQUIRED (may include ordained or nonordained experience):

None needed _____
 1-5 _____
 5-10 _____
 10-20 X
 Over 20 _____
 No preference _____

B. Marital Status:

Single _____
 Married _____
 No preference X

PART III -- CONGREGATIONAL PRIORITIES

THE CONGREGATION PLACES PRIORITIES FOR THIS MINISTER ON THE FOLLOWING:

Check no more than six (6) of the following twenty activities to indicate the highest priorities for this ministerial position.

CHECK NO MORE THAN SIX (6)

1. ____ WORSHIP LEADERSHIP: Pastor and Session work to develop a rich worship life, educating the congregation for meaningful participation.
2. ____ PROCLAMATION OF THE WORD: The word of God is preached with urgency and conviction, bringing it to bear on the changing needs of individuals, the community, and the world. High priority of pastor's time placed on sermon preparation.
3. ☒ SPIRITUAL DEVELOPMENT OF MEMBERS: Pastor shares members' struggles regarding the Christian faith, with opportunity provided for individuals and groups to reflect on beliefs, concerns, doubts regarding Christian understanding of the spiritual dimensions of life.
4. ____ CONGREGATIONAL VISITATION: Church officers and pastor develop and carry out a systematic plan for visitation of the entire congregation with special attention to prospective members and those with special needs.
5. ____ HOSPITAL OR EMERGENCY VISITATION: Those in hospitals or emergency situations are regularly visited; network developed to keep pastor and others informed of crisis situations; needs of ill or bereaved are met.
6. ☒ CONGREGATIONAL FELLOWSHIP: Emphasis placed in developing fellowship, helping members to know one another; groups encouraged which give members the opportunity to love and support one another.
7. ____ COUNSELING SERVICE: A counseling program initiated for assisting those in and outside the Church; appropriate referrals made when needed.
8. ☒ EVANGELISM: Pastor and congregation share faith in Christ as personal Savior in total lifestyle; seek to lead others within and outside the Church to accept Jesus Christ; congregation is informed, trained, helped to establish effective evangelism programs for the church.
9. ☒ DISCIPLESHIP TRAINING
10. ____ ENCOURAGING THE MINISTRY OF THE LAITY: Creative ideas and directions developed together with the Session; many persons with appropriate skills stimulated to become involved in services.
11. ____ MISSION BEYOND THE LOCAL COMMUNITY: Awareness of the Church's worldwide mission and opportunities for corporate and individual involvement; specific projects identified: persons challenged to support, study and/or visit mission programs on six continents.
12. ____ DEVELOPMENT AND SUPPORT OF EDUCATION AND TRAINING PROGRAM: Session and pastor identify the educational needs of persons of all ages and backgrounds, developing programs to meet needs; church education supported; educational goals are congruent with the total mission of the Church.
13. ____ TEACHING RESPONSIBILITY: Pastor accepts an active teaching role, interpreting and teaching the Scriptures, theological concepts, history of the Church and current events; provides instruction for Church Officers; educational leaders, and confirms new members.
14. ☒ INVOLVEMENT IN LOCAL COMMUNITY PROBLEMS AND ACTIVITIES: Concern for identifying social problems in the community; work done with groups seeking solutions. Time and skills committed to community groups. Information and encouragement provided which enable members to become informed and involved.

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15. ☐ CONGREGATIONAL COMMUNICATION: Two-way communication encouraged, information gathered and shared that will assist problem solving and decision making; varying opinions elicited and all encouraged to listen to opposing points of view.
 16. ☐ ADMINISTRATIVE LEADERSHIP: Pastor accepts appropriate administrative responsibilities, in climate of delegated tasks and shared leadership; volunteers and professional staff encouraged to use their ideas and skills. Work done on developing accountability.
 17. ☐ STEWARDSHIP AND COMMITMENT PROGRAMS: Session and pastor develop a planned stewardship education program to communicate the financial needs of the local church and mission beyond the local church; congregation challenged to commitment to Church's work.
 18. ☒ EVALUATION OF PROGRAM AND STAFF: Systematic procedures used to evaluate programs and staff performance in accord with goals and objectives. Others trained to use these skills. Regular assessment and evaluation.
 19. ☐ CONGREGATIONAL AND DENOMINATIONAL RESPONSIBILITY: Value placed on balance between local church and Assembly responsibilities. Congregation and Session know and are involved in the work of the denomination.
 20. ☐ DIACONAL MINISTRIES: Ministering to the needs of those inside and outside of the Church.

PART IV -- PASTORAL MINISTRY STRENGTHS OR EXPERIENCE DESIRED

Please check **NO MORE THAN SIX (6)** primary pastoral ministry strengths or experience expected for this position.

<input checked="" type="checkbox"/> Preaching	<input checked="" type="checkbox"/> Teaching	<input checked="" type="checkbox"/> Evangelism	<input checked="" type="checkbox"/> Discipleship	<input type="checkbox"/> Worship Leadership
<input type="checkbox"/> Team Work	<input checked="" type="checkbox"/> Counseling	<input type="checkbox"/> Youth Work	<input type="checkbox"/> Leadership Training	<input type="checkbox"/> Church Administration
<input type="checkbox"/> Christian Education	<input type="checkbox"/> Singles Ministry	<input type="checkbox"/> Stewardship	<input type="checkbox"/> Diaconal Ministry	<input type="checkbox"/> Ministry to Seniors
<input type="checkbox"/> Pastoral Visitation	<input checked="" type="checkbox"/> Community Service	<input type="checkbox"/> College & Career Ministry		