



CENTRAL
PRESBYTERIAN CHURCH

OPPORTUNITY PROFILE

PASTOR/DIRECTOR OF
EVANGELISM & ASSIMILATION

AND

PASTOR OF
CONGREGATIONAL CARE



KNOW



BE KNOWN



MAKE KNOWN



JobFit Matters
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GREETINGS

FROM THE SEARCH COMMITTEE CHAIRS

Dear prospective candidate,

Thank you for your interest in one of our two new roles at **Central Presbyterian Church**: Pastor of Congregational Care and Pastor/Director of Evangelism & Assimilation. We are a vibrant church, centrally located in the St. Louis metropolitan area, committed to our members' spiritual growth and committed to outreach to the wider community and beyond.

We recently installed our Senior Pastor, Dr. Clay Smith, who preached his first Sunday in February. Clay and his wife, Missy, are not strangers to our church family. Clay served at **Central** from 2005 until 2011 as our Senior Associate Pastor, and through the course of our nationwide Senior Pastor search, God worked in his heart to call him back to **Central**. You can read more about Clay here. Our church body is excited to see what God has established for us under the leadership of Pastor Smith and the pastoral team.

As we look to the future, we are seeking to surround Clay with a gospel-focused team who embraces all that **Central Church** has become and all that we have potential to be. These two key roles are integral to **Central** continuing as a welcoming church, affording members the opportunity to use their God-given gifts to serve each other and the surrounding community.

Please review this profile and familiarize yourself with the leadership and pastoral characteristics we seek. We also invite you to share it with those in your network who, in your judgment, may be potential candidates. If you believe your gifts, abilities, and experience align with our needs in either of these two roles, please refer to the Application and Inquiry Process page to begin the application process. If you have questions, contact the office of Laura Coverstone, Tommy Thomas, and Ed Poff (615-261-4623), the consultants from JobfitMatters who are assisting us in this search.

Again, thank you for prayerfully investing the time to consider whether God might be calling you to Central Presbyterian Church.

Sincerely,



Tim Corbet
Search Committee Chair
Pastor of Congregational Care



Sara B. Kramer
Search Committee Chair
Pastor/Director of Evangelism & Assimilation

OVERVIEW



Central Presbyterian Church, located in the heart of the St. Louis metropolitan area, founded in 1844, has a rich history of serving the St. Louis community almost 175 years! Originally part of the Presbyterian Church—U. S., **Central** was a founding member of the Evangelical Presbyterian Church and joined that denomination in 1986. Today, among 496 churches in the denomination, **Central** is the 11th largest by membership, the 14th largest by average weekly worship attendance, the seventh largest by annual giving, and the largest by ending financial balance. It is one of the strongest biblically-focused churches in the Midwest, committed to Reformed theological distinctives, strong biblical preaching and teaching, and unwavering commitment to the gospel of Jesus Christ. The congregation is committed to a clearly defined faith lived out in a community with structure and stability.

Over the past few years, **Central** conducted a thorough nationwide search for their 16th Senior Pastor; they were pleased to call Dr. Clay Smith. Clay had served as Central's Senior Associate Pastor from 2001 to 2005, then as the Senior Pastor of Rivermont Presbyterian Church in Lynchburg, Virginia from 2005 to 2016. Under his collaborative style of leadership, Rivermont grew from 550 to 775 average attendance. In obedience and humility to the Lord's leading, Clay Smith accepted the call to **Central** and began his ministry there in February 2017.

The leadership at **Central** has strategically waited to fill these two key roles until the new Senior Pastor arrived, and now the search committees are eager to see whom God will bring to lead the church body in Evangelism and Assimilation and Congregational Care.



MISSION



Central seeks to glorify the triune God by embracing the gospel, building our community, making disciples, and transforming societies.

- **We glorify God** through our worship, administration of the sacraments, and commitment to prayer and holiness—and through all of the “by”s listed in our mission statement.
- **We embrace the gospel** by faithfully preaching Christ and teaching God’s word in corporate worship as well as in small/large groups and by loving one another well in truth and grace.
- **We build our community** by encouraging, exhorting, motivating, and edifying one another based on the love of Christ.
- **We make disciples** by encouraging the study of and meditation on the scriptures in worship, small- and large-group Bible studies, and one-on-one mentoring.
- **We transform societies** by engaging in outreach, evangelism, and ministries of mercy in St. Louis, our nation, and our world.

Central’s mission and vision has been summarized this way—

KNOW, BE KNOWN, MAKE KNOWN.

Know—God’s word.

Be Known—In loving community with one another.

Make Known—By spreading the gospel, in word and deed, throughout our community and to the ends of the earth.

AT A GLANCE ▶

1,700
MEMBERSHIP



THREE
SUNDAY WORSHIP SERVICES
9 a.m., 10:45 a.m., and 5 p.m.



900

AVERAGE WORSHIP ATTENDANCE
OVER THE PAST YEAR



MEMBER
IN GOOD STANDING OF THE
EVANGELICAL
PRESBYTERIAN
CHURCH

SINCE 1986

See www.epc.org for a denominational
overview and "The Essentials of the EPC"



\$4 MILLION
CURRENT CHURCH BUDGET
IS APPROXIMATELY

\$2.9 MILLION
CURRENT CENTRAL
CHRISTIAN SCHOOL BUDGET



WORSHIP

Corporate worship is of primary importance at **Central**, incorporating liturgical structure and style, expository preaching, and a robust music ministry. As mentioned, **Central** currently offers three Sunday services with a distinctive vibe for each.

The 9 a.m. service features mostly classic Christian hymns with a mixture of more current hymns sung most often accompanied by organ and piano. During most of the year, **Central's** Chancel Choir (60 members) sings each week, frequently accompanied by the hand-bell choir and brass ensemble. Full worship services are streamed live and are posted each week at <http://www.centralpres.com/resources/watch-live/>.

The 10:45 a.m. service is eclectic in musical style, featuring a mixture of classic Christian hymns, older hymn texts set to more modern tunes, newer hymns, and modern worship songs. On any given Sunday, this service is led in worship by musicians playing such instruments as piano, guitar, bass, violin, cello, Cajon, drum set, and harmonica.

The 5 p.m. service is held in our Student Center adjacent to **Central's** main building. This service style features the same sermon text as our morning services but with rotating preachers and in a smaller, more intimate setting. Holy Communion is celebrated weekly at the 5:00 service. The atmosphere is casual and relaxed, and the music includes both classic and contemporary songs and hymns with folk, jazz, and indie influence.



CHURCH GOVERNANCE

The way **Central** is governed is an area the Session has been working to improve after months of prayer, study, and discussion. As is common in Presbyterian circles, the elders at **Central** began to feel the Session had become enmeshed in logistical and administrative matters to such a degree that they were no longer properly exercising their calling to shepherd and lead the congregation.

To address these concerns, a new model of policy partnership has been approved. The model, in effect, calls for the logistical and administrative matters of the church to be overseen at a vision and policy level by a Governance Commission of seven elders. The functional day-to-day ministries of the church have been delegated to the staff in collaboration with lay-led Ministry Centers. The vast majority of the elders of the church shall be devoted to intentionally pursuing personal relationships within the congregation to foster spiritual growth. These relationships take the form of larger shepherding flocks, Sunday school communities, small groups, and personal discipleship. Under this governance model, the Spirit-given gifts, initiative, and talents of the congregation shall be better utilized in leading ministries throughout the church.

The new pastoral staff positions have a tremendous opportunity to help build a culture of shepherding and care in which members are cared for personally, their gifts are deployed for God's glory, and their hearts as disciples are grown.

CHURCH STAFF

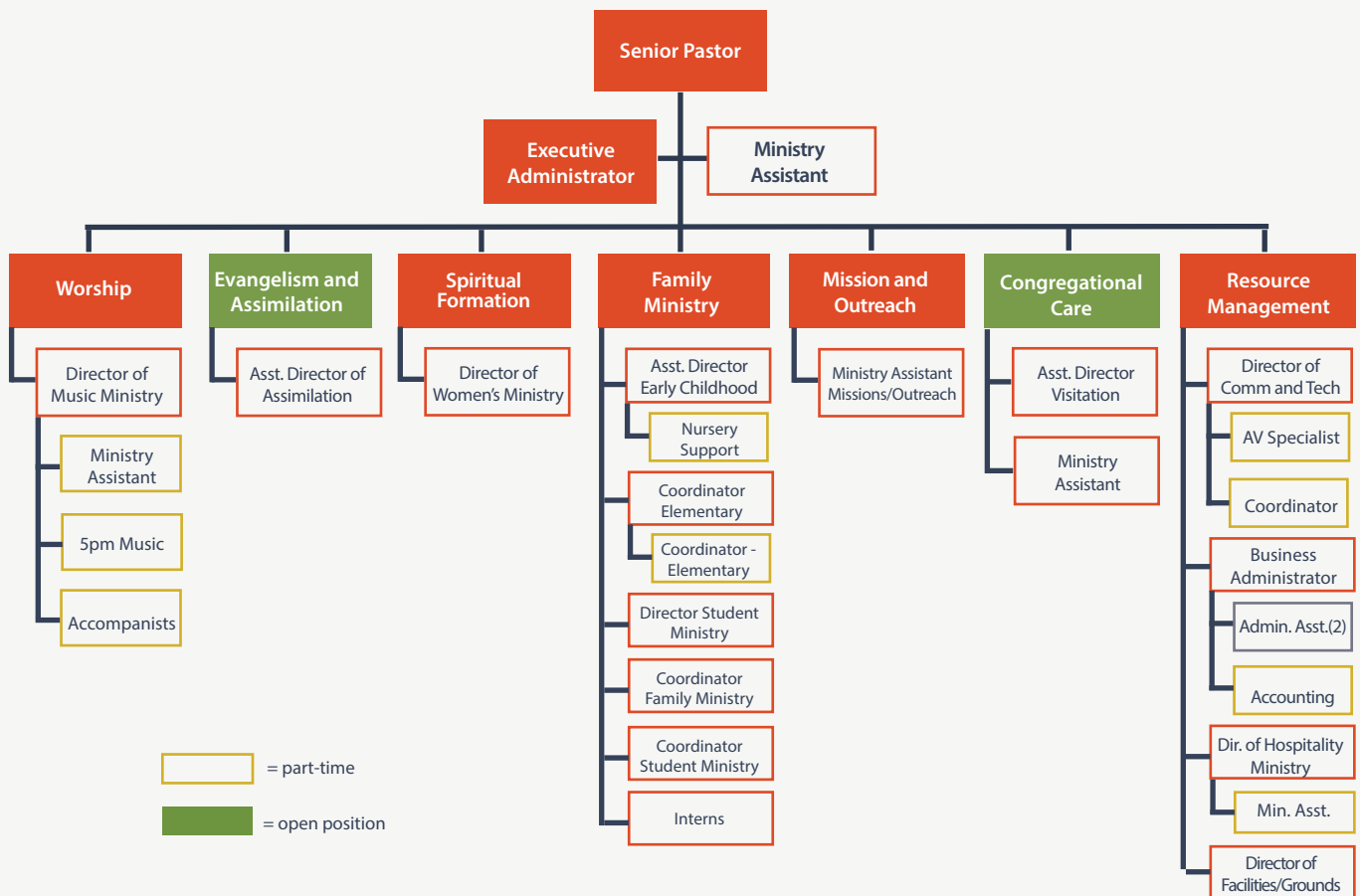
CURRENT STAFF

Pastoral Staff

- Senior Pastor
- Associate Pastor, Spiritual Formation
- Pastor, Missions and Outreach
- Assistant Pastor/Director, Evangelism and Assimilation (open position)
- Assistant Pastor, Congregational Care (open position)

Ministry and Administrative Directors

- Executive Administrator
- Director, Music Ministry
- Assistant Director, Assimilation
- Director, Women's Ministry
- Director, Family Ministry
- Assistant Director, Early Childhood
- Director, Student Ministries
- Assistant Director, Visitation
- Head of School, Central Christian School
- Director, Communications and Technology
- Business Administrator
- Director, Hospitality Ministry
- Director, Facilities and Grounds





FROM THE PAST TO THE PRESENT

In the early 1840s a small group of Presbyterians discerned that God was calling them to establish another “old school” church in the booming river town of St. Louis, to impact their explosively growing community for Christ. In 1844 these pioneers built the first church at 8th and Locust in now downtown St. Louis, and the journey of **Central Presbyterian Church** began.

Interwoven with St. Louis’ rich history, the congregation migrated west in their quest to again be in a more “central” location of this growing metropolitan area. The church was planted in 1930 at the current Clayton location at Hanley Road and Davis Drive. During the early years many of the founding fathers of St. Louis considered **Central** their church home and served as church leaders. At one point, **Central** was the largest Presbyterian congregation west of the Mississippi. There were good times and bad, but providentially, even through the toughest challenges of cholera, the Civil War, the Great Depression, and various machinations of internal church turmoil, God’s hand continued to be on **Central** so that she might persevere in ministering to her people and serving as a light to the St. Louis community.

Nearly half of **Central’s** history has played out at the current Clayton campus. Through the decades outstanding preachers and teachers have been drawn to proclaim the gospel from **Central’s** pulpit, and our broken world has been meaningfully touched by **Central’s** consistent mission outreach. This long, fruitful history speaks to a sense of profound blessing and mercy given by God over generations. The church continues to be humbled by his faithfulness.

Today, there is a universal sense among **Central’s** members that God is calling **Central** into a new era of reaching out to and evangelizing the St. Louis community, faithfully proclaiming the gospel.

WHAT DEFINES CENTRAL PRESBYTERIAN CHURCH

- Central is an evangelical church strongly **committed to the Bible as the only infallible rule of faith and practice** and to the systematic preaching, teaching, and study of the Bible.
- Central is a valued ministry partner and **financial supporter of many local ministries**, including member-active ministries to local jails, immigrants/refugees new to St. Louis, and those involved in sex trafficking.
- Central is **located at the center of the St. Louis region**, on the border of city and county, with great opportunity to minister to the whole area. We are in **proximity to the city’s primary academic, political, and medical institutions**.
- Central Christian School, a ministry of the church, is an enormous asset, and **one of the leading private elementary schools in the nation**. They are academically excellent as well as racially and socio-economically diverse, pulling students literally from across the entire St. Louis area.
- Central is a multigenerational church with a **balanced mix of people young and old**—a gifted congregation with a high percentage of professionals and leaders in their respective roles in the community
- Central enjoys a close, collaborative relationship with a local Presbyterian **seminary (Covenant Theological Seminary)** and other like-minded Presbyterian churches with similar doctrinal commitments and ministry goals.
- Central has a **strong and diverse music ministry** that offers excellence in a range of musical styles from traditional/classic church music to more modern types of music and original arrangements and compositions.
- Central offers **rich programs for children and youth** with a creative and experienced staff focused on teaching the Bible and partnering with parents to disciple children.
- Central offers **strong adult Sunday school communities** that emphasize both teaching and community formation.
- Central offers a **robust women’s ministry** that engages women in studying scripture, building relationships, and serving the broader community.
- Central supports a **vibrant ministry of foreign missions** all around the world, with a special emphasis on supporting native/national missionaries working in their own cultures and countries.

CENTRAL CHRISTIAN SCHOOL

[Central Christian School](#), a covenant school, is a vibrant educational community, equipping children to be thought-leaders, prepared to relevantly engage with their world. Founded in 1957, the school is located across Hanley Road from the main church campus and occupies its own building as well as an adjacent and separate 5th- and 6th-grade center and a two-story parking facility (the top level of which serves as a playground). It is:

- distinctly Christian,
- committed to stellar academics,
- racially diverse,
- 3K through 6th grade,
- currently enrolling close to 280 students representing 46 zip codes and 65 congregations.



Recently awarded the distinction of being named a 2016 National Blue Ribbon School, CCS has grown to be one of the top ten largest independent elementary schools in the metropolitan area. (Private schools, both independent and parochial, have a strong presence in St. Louis.) Led by Head of School John Murray, who arrived in 2014, the school has a strong, cohesive faculty and administrative staff and a beautiful reality of community. It is one of the church's strongest outreaches and ministries to the wider community, and it is also a major source of new members for the church.

Children of pastors at **Central Presbyterian Church** are eligible to attend CCS for free. We acknowledge that each child is unique, and our school may not be what every child needs, but we do encourage our pastoral staff to strongly consider CCS for their elementary school-age children. We desire that our pastoral and director-level staff are proponents of Christian education in general, and of CCS in particular.

THE CENTRAL CAMPUS

Located in the heart of the City of Clayton in Saint Louis County, the church campus is landlocked and relatively small for **Central's** membership size. Several years ago a master plan for expansion on the existing footprint was developed, and in 2014 Phase I of that land acquisition and building plan was completed. The plan included construction of a state-of-the-art Student Center, a two-level parking structure adjacent to the main church building, and significant upgrades in the office and administrative area. The Session and staff are prayerfully moving forward with Phase II, the final piece of this master plan, to include:

- 24,000-square-foot addition in support of its mission of reaching the community for Christ
- An expanded front entrance that would radically improve the "front door" environment, with large and inviting places to gather
- State-of-the-art accessibility to all levels and to the Sanctuary
- Multi-purpose space for large events
- Classrooms and additional spaces for both children and adults

The physical facility of **Central Christian School** is also in need of renovation, expansion, and/or rebuilding. The school building, located across Hanley Road, one block north, was constructed in the mid-1970s around an existing brick house. Every available square foot of space has been creatively used. The school enrollment is at capacity.

PASTOR/DIRECTOR OF EVANGELISM & ASSIMILATION

Central Presbyterian Church (CPC) is an attractive church with a rich history. Its membership is comprised of well-educated people who have been blessed with gifts and resources in abundance to minister to both the church and the community. One of CPC's biggest needs is to assimilate our members into a healthy community in which they become rooted and grow in their walk with Christ and, in turn, are motivated and equipped to share the gospel of Jesus Christ with their everyday worlds. Post-modern culture is collapsing and in desperate need of the gospel; **Central** desires to reach out to that culture with the love of Christ and with his gospel.

This newly created position at **Central Presbyterian Church** will have the responsibility for providing visionary leadership for evangelism and assimilation. The Pastor/Director of Evangelism & Assimilation (E&A) will both model and lead/train/equip others, both staff and volunteers, to serve God, the church, and **Central's** members in reflecting **Central's** mission and vision.

- With a gospel-driven, relational approach, this person will inspire church members to be in meaningful, intentional relationships with each other and in the community.
- This person will engage, equip, and empower every ministry of CPC to incorporate intentional evangelism into its current and new ministries.
- This person will nurture a hospitable spirit at **Central** and will ensure that guests are intentionally welcomed and ushered into CPC's spiritual formation pathway.
- This person will be the key developer and implementer of outreach and assimilation strategies, nurturing the involvement of staff, elders, deacons, and members in: 1) Reaching out to and attracting non-believers, and 2) Helping others find a place to use their gifts at **Central**.
- Creativity, initiative, a solid work ethic, and courage are important attributes for this person to bring to the role of independently developing and recommending innovative ministry approaches.
- This person should be a savvy student of people and relationships, able to navigate and engage the variety of people at **Central**. Required are: an accessible style (not aloof or remote), a high level of emotional intelligence (EQ), and a deep sense of self-knowledge/awareness/confidence—someone who is “comfortable in their own skin.”
- This person, rooted in a Reformed understanding of scripture and a biblical worldview, should also be a savvy student of contemporary culture, knowledgeable of forces at work in our world with the ability to engage multiple generations.
- Working closely with the Senior Pastor, this person needs to embrace a collaborative, team-focused, servant style of leadership. Staff unity in spirit, purpose, and communication is of primary importance. In turn, this person will build and lead a collaborative, cohesive team of staff and volunteers.
- As a result of this person's team leadership, members and guests will have increased opportunities for being discipled and “plugged in.” Ongoing discipleship will help those at **Central** to know, understand, and be encouraged to use their spiritual gifts.
- As God uses and blesses this person's team leadership, the vision for CPC is to increase and retain each year the number of active members. People will be drawn to **Central's** welcoming spirit and will grow deeper in their faith.
- This person should have a heart and desire for racial/ethnic diversity in the church and incorporate diversity as a goal in evangelical/assimilation strategies.
- Of course, this person will be warm, approachable, and engaging, welcoming whomever walks through our doors, and will develop relationships in and around church activities, genuinely caring for “the flock.”
- This person will help to build bridges between CPC and the neighboring community by networking with neighbors and institutions, cultivating a sense of the church being an integral part of the community.
- This person will work closely with the current Assistant Director of Assimilation, who administrates volunteer E&A jobs at the church.

EXPECTATIONS

- Lead an Assimilation Team to create and facilitate a clear path forward for both members and guests to become faithful, integrated, and fruitful members of CPC
- Lead an Evangelism Team to encourage the incorporation of intentional evangelical strategies into every ministry at **Central**
- Comfortably balance both direct (his own) and indirect (through others) ministry as a player/coach
- Have a healthy, secure, and stable marriage (if applicable) and home life, making commitment to and time for family a high priority

QUALIFICATIONS

- Possess and demonstrate a vibrant personal faith in and love for Jesus Christ
- Reformed in theological convictions, and practice
- Have a proven gift of and heart for evangelism
- Minimum five years of experience in some form of vibrant evangelistic ministry
- Undergraduate degree required; M.Div. from a Reformed seminary preferred; ordination preferred
- Be a proven team builder



PASTOR OF CONGREGATIONAL CARE

The Pastor of Congregational Care will provide visionary and collaborative leadership to elders, deacons, and lay members in mobilizing care ministries to meet the needs of the congregation. Rather than solely providing care as an individual, this person will equip and coordinate elders in making hospital visits, coordinate the deacons in helping with the physical and practical needs of the congregation, and weave the gifts of all members throughout. Pastoral care of the flock falls within this pastor's role, but the Pastor of Congregational Care will inspire, train, and coordinate many shepherds to care for the flock, rather than providing sole care. Still, he will have a tender heart for God's sheep.

- The Pastor of Congregational Care will collaborate with church leaders to develop ministry structures that will involve elders, deacons, and lay members in all aspects of congregational care and shepherding.
- This person will equip and train elders, deacons, and lay leaders for the work of care and shepherding.
- The Congregational Care Pastor will provide pastoral counseling and referrals for people as needed as well as develop a network of counselors to assist in caring for church members.
- This person will provide pastoral oversight for weddings at **Central** and coordinate pre-marital counseling.
- The pastor will provide leadership of the Diaconate and create an organizational framework for their involvement and service.
- The Congregational Care Pastor will develop a wide network of available resources, develop a process for the care and support of widows, and will lead the Diaconate in engaging and meeting the needs of Sunday morning visitors.
- Working closely with the Senior Pastor, this person must embrace a collaborative, team-focused style of leadership. Staff unity in spirit, purpose, and communication is of primary importance. In turn, this pastor will build and lead a collaborative, cohesive team of staff and volunteers.
- This pastor will participate in and coordinate a ministry of visitation utilizing pastoral staff, elders, deacons, and lay members of the congregation. This pastor will maintain contact with members with special needs and those who need support on a regular basis, including older adults and aging adults.
- The Congregational Care Pastor will coordinate luncheons for VIPs (elder saints) seven months of the year.
- This pastor will participate in and/or support funerals and memorial services.

EXPECTATIONS

- Strategic thinker with the ability to lead and develop congregational care ministry teams through equipping and training
- Design, build, and maintain the systems and processes needed to maximize the gifts, talents, and time of the Congregational Care Team
- Creativity, initiative, and courage are all important attributes for this pastor to bring to the role.
- Comfortably balance both direct ministry and indirect ministry (through others) as a player/coach. Estimated percentage of time forecast is 40% player, 60% coach.

EDUCATION AND EXPERIENCE REQUIRED

- Vibrant personal faith in Jesus Christ
- Reformed in theological convictions and practice
- A proven gift of and heart for nurturing and shepherding God's flock
- Minimum five years of experience in some form of congregational care ministry
- A proven team builder
- Ordainable in the Evangelical Presbyterian Church (see <https://www.epc.org/ordinationqualifications>)
- Counseling background desired but not required
- Graduate ministry degree (M.Div. or similar)



LOCATION

CLAYTON, MISSOURI (ST. LOUIS)

Central's campus in [Clayton, Missouri](#) is central to the metropolitan area of St. Louis. The City of Clayton, located just ten miles west of the Mississippi, is nationally recognized for its outstanding quality of life. Clayton combines a bustling downtown with quiet, secure residential neighborhoods. It is a chic suburban community often called "urban-lite living"! Clayton is the hub of metropolitan St. Louis and the seat of St. Louis County. Clayton's central location and convenient access to several interstate highways and major arteries place it within minutes of just about anywhere in the region. Access to a regional Metro Link system is a half-mile walk from Central's campus. While 81% of Clayton's land is dedicated to residential or park use, the city's central business district combines prestigious office space with the vitality of over 1,000,000 square feet of retail space.

This safe suburban community with its sophisticated cityscape provides the best of all worlds. With a mix of stately single-family homes, condominiums, and multiple-family apartments, Clayton's proximity to exceptional residential neighborhoods offer a choice of living styles and price ranges. Within walking distance, this area offers a variety of business districts, offices, restaurants, galleries, and specialty boutiques and shops.

Central's campus is a short walk from bustling downtown Clayton, one of the region's premier business districts and home to Forbes and Fortune 500 headquarters and branch offices. Every fall, Clayton is host city to one of the top five art fairs in the nation. Clayton maintains one of the highest commercial occupancy rates in the region.

Clayton is also home to several stellar private institutions of higher education, including Washington University, Fontbonne University, and Concordia Seminary.

Clayton's Parks & Recreation Department not only maintains the city's many well-manicured parks, it also conducts a multitude of athletic activities on lighted baseball, softball, sand volleyball, and soccer fields and tennis courts. The Center of Clayton, the city's 124,000-square-foot community recreation center, offers sports, fitness, swimming, recreational, educational, and lifestyle-enhancing programs.

The St. Louis area's finest attractions are within a 15-minute drive of Clayton: the historic Gateway Arch, Busch Stadium (home of the baseball Cardinals), the St. Louis Art Museum, the Muny Opera, the St. Louis Science Center, the St. Louis Zoo, Powell Symphony Hall, Fox Theatre, the Scottrade Center, and the Missouri Botanical Garden. The newly renovated Forest Park is just east of Clayton. Lambert International Airport is only 12 minutes away.

APPLICATION AND INQUIRY PROCESS

The search committees of **Central Presbyterian Church** have retained JobfitMatters Executive Search to assist in the search for their Pastor of Congregational Care and Pastor/Director of Evangelism & Assimilation.

Laura Coverstone, Ed Poff, and Tommy Thomas will be coordinating this search process and working very closely with **Central's** search committees in identifying and qualifying candidates for these positions. Each search committee will be responsible for making their final recommendation to the Personnel Committee and the Session of CPC.

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone beyond the search consultants without prior consent, nor will reference contacts be made until mutual interest has been established.

So that we can learn more about you, please provide a comprehensive resume/CV. When writing the resume/CV, be mindful that substance is of more interest than brevity. Give enough information so that the breadth and substance of your ministry experience is understood. When describing your work at each position it would be helpful for us to know:

- Factors influencing your call to this particular church/ministry
- Total membership of the church/ministry
- Worship style of the church/ministry
- Size of the staff and how you fit into the team
- Direct reports
- Specific responsibilities
- Highlights of your ministry, and
- Factors influencing your consideration to leave this church/ministry for another call.
-

In order to help us get a more complete picture of you and your suitability for **Central Presbyterian Church**, please respond separately to the following additional questions:

1. Share your personal faith story. How and when did you enter a personal relationship with Jesus Christ? How do you personally practice your faith in everyday life?
2. Based upon what you have learned about CPC from this document and any other personal research you may have conducted, what specifically attracts you to this position? (*Please indicate which position you feel more called to explore.*)
3. Also, please provide a minimum of five references (including at least two subordinates, a supervisor or overseer, and a peer). Include phone and email information for each reference. We will not contact references until later in the process and only with your approval.

In the subject line, please specify for which position you are applying:
“CPC-Congregational Care” or “CPC-Evangelism/Assimilation”

Submit this information in one **Microsoft Word** document or .pdf to:

Tommy W. Thomas

JobfitMatters Executive Search

resumes@simainternational.com

Phone: (615) 261-4623