

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

Mif #: 21718.AJO

Ministry General Information

Ministry Number	21718
Ministry Name	First Presbyterian Church, Kerrville
Mailing Address	800 Jefferson Street Kerrville, TX 78028
Phone	(830) 257-3310
Fax	(830) 257-7333
E-Mail	
WWW Address	fpckerrville.org
Ministry Size	401 - 650 members

Ethnic Composition	
	Black or African American (African Native, Caribbean) 1%
	Hispanic Latino/Latina, Spanish 1%
	White 98%

Average Worship Attendance	328
Church School Attendance	50
Curriculum	Children: Faith Alive; Shine; Group Youth & Adults: reformed curricula of a wide variety
Yoked	False
Presbytery	MISSION PRESBYTERY
Synod	SYNOD OF THE SUN
Community Type	Small City

Ten-year trend statistics of this church/organization [Show Statistics](#)

Information about the position

Position:	Head of Staff (Multi-Staff Pastor, who supervised two or more teaching elders and other staff)
Experience Required:	5 to 10 Years
Specific Title:	
Employment Status:	Full-time

Language Requirements:	
	English

Other Language:	
Statement of Faith Required:	True
Clergy Couples:	True

Training/Certificate Requirements:	
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Other Training:	
Brief Church Mission Statement:	

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First Presbyterian Church is a Presbyterian Church (USA) congregation building a community of disciples, growing towards God-centered worship, Christ-centered service, and Spirit-led lives.

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

First Presbyterian Church is building a community of disciples growing towards God-centered worship, Christ-centered service, and Spirit-led lives.

God-centered worship based on the Scriptures is the foundation of all we do. In worship, we proclaim the gospel of Jesus Christ and praise our Lord through preaching, prayer and music. Holy Communion is celebrated on the first Sunday of each month and on special occasions. FPC has evolved to offer alternative worship options during COVID via live streaming, allowing our congregation to maintain connection to the church and opening up opportunities to include home-bound members. The church's music heritage, in choir, organ, hymns and special productions is strong.

Christ-centered service is provided through the spiritual and material nurturing of those in need. In addition to its outreach ministries, FPC contributes financially to local, national and international missions. Our benevolences are supplemented by an annual Alternative Gift Market that raises money for international ministries. Although known for generosity, our congregation retains the important goal of strengthening stewardship.

Spirit-led lives are formed through Sunday school classes for all ages, weekly Bible study groups, an annual lecture series, special Advent and Lenten programs, monthly Presbyterian Women meetings, monthly men's breakfast, and mission/learning trips.

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

Currently on our campus, FPC's Children's Corner Preschool has a year-round program that provides low-cost, quality care, and education to children of working parents. HOPE'S Kitchen provides a noon meal and showers on Saturdays for those in need. The Youth Education Support Center provides an after-school tutoring and enrichment program for local 6th grade students. In response to the pandemic, FPC has joined with the San Antonio Food Bank to host a drive through food distribution for families one Saturday a month.

Summer programs including Art Camp, VBS, and Mission Saturdays are available for children and youth of the church and community. Our Stephen Ministers and Deacons are actively engaged in the support of our congregation. Through Solar Under the Sun, FPC members installed a solar powered water purification system in Guayabales, Guatemala in 2020, and are planning another trip in 2022.

The church supports a significant number of organizations through the annual budget such as Presbyterian Mo-Ranch Assembly, Presbyterian Children's Homes, John Knox Ranch, Christian Assistance Ministry, CASA, Habitat for Humanity, Presbyterian Pan American School, Rafael Free Clinic, and more. Our members serve on boards of Presbyterian-affiliated schools, conference centers, and foundations as well as many local ministries and non-profits. We have a strong history of community service and want to involve more people of all ages and interests in the mission activities of the church.

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

We are a congregation of retirees with fewer younger members. As the city population grows younger, our congregation has not. Deaths of elderly members, family relocations out of town, dissatisfaction with local decisions, and disagreement with some General Assembly's decisions, all contributed to a peak membership of 900 declining to our current 500. This declining trend threatens our ability to sustain and advance our mission. Current membership, however, is committed, inclusive, and provides deep resources of talent.

Prior pastors served long terms with resulting stability. In recent years, pastors changed frequently. Just prior to the pandemic we parted ways with our last installed senior and associate pastors, due to personal indiscretions, resulting in varying degrees of trauma for our congregation. We are eager to move forward.

This pastor/leader must have a demonstrated talent for growing churches and building enduring youth programs. The new pastor must be willing to face conflicting opinions directly and diplomatically. In partnership with the congregation and with the support of the session, he/she will help us reverse the current trend and bring new growth.

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

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We seek a dynamic, resourceful pastor who is full of energy to help us regroup and move forward. Key characteristics include:

Outgoing personality

Someone who really likes relating to people of all ages in the congregation and community. We are majority seniors, but we highly value our younger members and want their number and involvement to increase.

Leadership

We seek someone who has studied leadership of organizations and how those principles can help congregations. Along with management of staff and administration and in partnership with Session, we seek someone who is discerning of the myriad human assets our congregation possesses, who can call others to ministry.

Listening and Pastoral Skill

We have many elderly members who need regular support and, in spite of good interim work, the abrupt departure of our former pastors has left wounds that will take time and patience to heal. Willingness to accommodate home visits is a must.

Strong Ethics, especially in regards to personal relationships.

Respect for our history but able to identify critical issues and support us in making needed changes.

Conflict Management/Resolutions Skills

We represent the political spectrum although the Kerrville community has historically been very conservative. These disagreements threaten our fellowship, and we seek a leader who can help us become a model of a loving community in spite of our varying points of views. We strive to be the light of radical grace so much needed in our world.

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

Serve as primary preacher in worship; design and lead worship services with scholarship, engagement, imagination and humor; conduct weddings and funerals and serve the holy sacraments.

Function as Head of Staff. Current staff consists of a Parish Associate (part-time), two full-time office staff (Administrator and Assistant Administrator), Property Manager, Organist, and Preschool Director, plus the following part-time positions: Care Coordinator, three Directors of Children/Youth Ministries, Children's Choir Director, Adult Choir Director, YES Center Director, and Media Specialist. In addition, one unpaid position: a Commissioned Ruling Elder.

Provide pastoral care and counseling to members in homes or hospitals, including one-on-one comfort to those in grief or distress.

Inspire development of the spiritual life and gifts of the congregation and community.

Assure open and frequent communication to inform the congregation about personal, congregational and denominational issues.

Maintain active involvement in Christian education, occasionally teaching Bible study and Sunday school.

Actively lead the congregation and staff with an eye toward financial responsibility; generate enthusiasm for membership, mission and stewardship; guide our congregation by working with the Session to develop and implement a successful vision for the future.

Participate as the face of the church in civic and ecumenical ministries.

Optional Links:

Kerrville Convention & Visitors Bureau kerrvilletexascvb.com

Schreiner University schreiner.edu

Presbyterian Mo-Ranch Assembly moranch.org

Leadership Competencies:

Compassionate

Preaching and Worship Leadership

Spiritual Maturity

Communicator

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Task Manager
Willingness to Engage Conflict
Organizational Agility
Strategy and Vision
Bridge Builder
Personal Resilience

Compensation and Housing: Cost of Living Calculator
Minimum Effective Salary: \$100,000
Housing Type: Housing Allowance

References:				
Name	Address	Phone Numbers	Relation	Email
The Rev. David M. Evans	224 Jayne Cove, Austin, TX 78737	(512) 797-4694	former Emergency Interim Pastor (12/2019-5/2020);	davidmylesevans@gmail.com
The Rev. Richard (Dick) Powell	114 Passing Elm Drive, San Marcos, TX 78666	(210) 422-3585	former Mo-Ranch President/CEO; FPCK worshiper until	dick.powell.mo@gmail.com
The Rev. Gini Norris-Lane	639 East Lane, Kerrville, TX 78028	(210) 237-8612	FPCK worshiper; UKirk Executive Director; stated s	gnorrislane@gmail.com

Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?
Yes
Version Track Info: This MIF was last updated on 10/19/2021

Self-referral Contact Information	
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