

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

Mif #: 20258.AE1

Ministry General Information

Ministry Number	20258
Ministry Name	First Presbyterian Church
Mailing Address	2100 4th Avenue North Birmingham, AL 35203-3304
Phone	(205) 322-5469
Fax	(205) 769-0159
E-Mail	church@fpcbham.org
WWW Address	www.fpcbham.org
Ministry Size	251 - 400 members
Ethnic Composition	
	Asian 1%
	Black or African American (African Native, Caribbean) 3%
	Hispanic Latino/Latina, Spanish 1%
	White 95%
Average Worship Attendance	123
Church School Attendance	85
Curriculum	Feasting on the Word, Growing in Grace & Gratitude, Thy Present Word and an additional variety of texts
Certified as eligible for participation in the Seminary Debt Assistance Program	False
Yoked	False
Presbytery	SHEPPARDS & LAPSLEY PRESBYTERY
Synod	SYNOD OF LIVING WATERS
Community Type	Urban
Ten-year trend statistics of this church/organization Show Statistics	
Information about the position	
Position:	Head of Staff (who supervised one teaching elder 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:	
Other Training:	

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Brief Church Mission Statement:

A Community of the Presbyterian Church (USA) where:

- The Needs of the People Meet the Power of God
- All are Welcomed and Valued
- Children Are Cherished
- Strangers Become Friends
- The Gospel Speaks to the Heart and Mind
- Worship Lifts the Spirit
- Serving Changes Lives
- A Vibrant People Make a Vital Difference

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

We aspire to be a diverse, vibrant, growing church that serves as a welcoming home in the heart of the city for our congregation and our community, in which the needs of the people meet the power of God, and where we challenge ourselves and raise our collective voice to make our world a more just and loving place.

A pivotal moment for First Presbyterian Church (FPC) occurred during the Civil Rights movement. One of the clergy addressed by Dr. Martin Luther King, Jr. in his Letter from Birmingham Jail was Dr. Edward V. Ramage, our pastor at the time. Dr. Ramage and the majority of the Session made the decision that FPC's doors be open to all of God's people. The transition was neither smooth nor simple, but the leaders of our church stood firm. More than 50 years later, that struggle and perseverance continues to shape the character of FPC. We have chosen to live out our history through a strong focus on social justice, and continue to be open and responsive when called to change.

In addition, we are nearing the end of a capital campaign that has allowed us to make major renovations to our historic church. Having made this investment in our physical space, we are now able to turn our energies toward achieving a broader vision.

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

FPC is "a home in the heart of the city." We seek to provide a loving welcome to ALL God's children, whether gay or straight, old or young, black or white, liberal or conservative, rock-solid in their faith or still figuring out what they believe. In a world in which judgment and exclusivity are rapidly gaining ground, we believe every voice matters and aim to counter this trend with a progressive Christian voice that connects God's Word with the reality of our messy, imperfect, glorious world. We feel it is imperative to listen actively to what our congregation has to say, remain open to change, and acknowledge that sometimes discomfort is necessary when it comes to discerning and carrying out God's will for us.

Located in downtown Birmingham, FPC is, in many respects, a mission church. Social justice is part of the lifeblood of our congregation, as witnessed by our involvement with organizations like First Light Shelter for Homeless Women and Children (which began in our church basement in 1983), Greater Birmingham Ministries, Alabama Arise, Faith in Action, UKirk, Presbyterian Home for Children, Cahaba Valley Health Care, Rushton Child Development Center, and Ruth & Naomi Senior Outreach. We also hope to deepen and expand our mission involvement to include more outreach that goes far beyond the city borders. Our community is not limited by physical boundaries, but bound together by a common purpose: to witness God's love through service to those who are most vulnerable.

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

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Recognizing that our community is drawn together by values and beliefs, we are seeking an energetic and inspirational leader who shares our vision and can guide us in the pursuit of the following:

- **Speak Up**
 - Turn up the volume for a God of love and justice. Share the open, inclusive, compassionate message of who and how we are in the context of where we are.
 - Plan and clearly communicate mission messaging, sharing it via digital and other appropriate media.
- **Reach Out**
 - Build meaningful relationships, show welcome to all, and open new doors into faith.
 - Engage locally and globally, serving a diverse population in a culturally sensitive manner.
 - Integrate mission priorities with worship and learning, challenging children, youth, and adults to engage.
 - Connect with the downtown neighborhood and become a known neighbor in the heart of the city.
 - Given all that Birmingham has to offer, find creative ways to employ the arts to connect and further our mission.
 - Review the definition of “church membership” in light of social media and digital connectedness.
- **Build Bridges**
 - Bridge divides, build trust, and seek justice, love, and compassion. Form long-term relationships through hands-on engagement in mission work in such areas as racial reconciliation, educational equity, economic justice, homelessness, and fair housing.
 - Where appropriate for mission, connect, build, and/or strengthen partnerships for mission impact and long-term transformational work.

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 are seeking a head of staff (or co-pastor pair) who:

- Is committed to a creative, inclusive, culturally sensitive urban ministry, encouraging questions and remaining open to diversity in all its forms, including age, race, gender, sexual orientation, socio-economics, etc;
- Has a proven track record of attracting and maintaining new members and staff;
- Has a demonstrated record of strong financial management;
- Is a mission leader who is able to speak up and act on social justice issues, actively promotes critical thinking and engagement, and is eager to share in international, regional, and local collaborations;
- Is a spiritual leader who consistently delivers a strong, thought-provoking message from the pulpit;
- Is visionary and purposeful, able to understand where FPC needs to be and forge a clear, creative path to get there;
- Is able to plan, organize, and execute strategic direction and build financial strength for the church;
- Has strong interpersonal skills;
- Is able to serve with joy and humor in the life of the congregation;
- Embraces a collaborative leadership style, teaching, leading, encouraging, and supporting colleagues and spiritual leaders in the community;
- Is compassionate and emotionally generous, offering Christ's love and support to people no matter where they are in their lives and faith journeys;
- Is intellectually disciplined and has strong working knowledge of PCUSA polity, upholding shared governance and acknowledging the worth of all people.

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

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Our new head of staff will:

- Plan, lead, and coordinate worship in a culturally sensitive way, inspiring and encouraging congregational engagement;
- Provide substantive theological reflection to empower the congregation to live our faith more fully;
- Guide development of the faith formation program;
- Help FPC spread the good news of Jesus Christ and our stated mission in both traditional and creative ways;
- Provide a model for prayer, support, service, compassion, and love in the context of a community of faith;
- Support and guide congregational mission involvement;
- Guide and participate in the congregational care program;
- With staff and lay leadership, ensure acquisition, direction, protection, and use of church funds and other resources;
- Recognizing the historical value of FPC's presence downtown, ensure the property is managed with care and foresight;
- With the staff, set strategic and operational direction. Staff includes full-time associate pastor, part-time Christian educator, part-time music professional staff, part-time administrator, part-time bookkeeper, administrative assistant, and sexton (future team makeup is flexible);
- With lay leadership, ensure that FPC's organizational structure supports its strategic direction;
- Represent our congregation in the Presbytery and PCUSA;
- Represent FPC in Greater Birmingham's faith community and at large.

Optional Links:

First Presbyterian Church: <http://www.fpcbham.org>

Rushton Childhood Development Center: <http://www.eprcdc.com>

First Light: <https://www.firstlightshelter.org>

Greater Birmingham Ministries: <http://gbm.org>

Alabama Arise: <https://arisecitizens.org>

Faith in Action: <https://fiaal.wordpress.com>

Ukirk: <https://ukirkbirmingham.org>

Presbyterian Home for Children: <http://www.phfc.org>

Cahaba Valley Healthcare: <http://www.cahabavalleyhealthcare.org>

Ruth & Naomi Senior Outreach: <https://ruthandnaomi.org>

Leadership Competencies:

Preaching and Worship Leadership

Lifelong Learner

Public Communicator

Externally Aware

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Risk Taker
Decision Making
Strategy and Vision
Financial Manager
Interpersonal Engagement
Bridge Builder

Compensation and Housing: Cost of Living Calculator
Minimum Effective Salary: \$67,000
Housing Type: Housing Allowance

References:				
Name	Address	Phone Numbers	Relation	Email
Susan Holt	100 Spring View Drive, Black Mountain, NC 28711	(205) 527-7750	former Clerk of Session for First Presbyterian Chu	sholt1837@yahoo.com
Robert Hay, Sr.	143 Thach Avenue, Auburn, AL	(205) 531-4254	campus minister for UKirk at Auburn University	robert.haysr@gmail.com
Scott Clark	731 Del Ganado Road, San Rafael, CA 94903	(205) 937-8727	Chaplain at San Francisco Theological Seminary	sclark@sfts.edu

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 05/25/2018

Self-referral Contact Information	
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