

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

**Mif #: 10463.A11**

**Ministry General Information**

|                        |                                       |
|------------------------|---------------------------------------|
| <b>Ministry Number</b> | 10463                                 |
| <b>Ministry Name</b>   | First Presbyterian Church             |
| <b>Mailing Address</b> | 1835 Young Street<br>Dallas, TX 75201 |
| <b>Phone</b>           | 214-748-8051                          |
| <b>Fax</b>             | 214-746-2727                          |
| <b>E-Mail</b>          |                                       |
| <b>WWW Address</b>     | www.fpcdallas.org                     |
| <b>Ministry Size</b>   | 651 - 1000 members                    |

|                           |  |
|---------------------------|--|
| <b>Ethnic Composition</b> |  |
|                           | Black or African American (African Native, Caribbean) 1% |
|                           | Hispanic Latino/Latina, Spanish 2%                       |
|                           | White 97%  |

|   |   |
|---|---|
| <b>Average Worship Attendance</b>   | 354   |
| <b>Church School Attendance</b>   | 148   |
| <b>Curriculum</b>   | ADULT: Present Word, Various short studies and guest teachers. Maintstream publishers such as Presbyterian Publishing and Abington. Disciples Resourc |
| <b>Yoked</b>  | False   |
| <b>Presbytery</b>   | GRACE PRESBYTERY  |
| <b>Synod</b>  | SYNOD OF THE SUN  |
| <b>Community Type</b>   | Urban   |
| Ten-year trend statistics of this church/organization <a href="#">Show Statistics</a> |   |
|   |   |

**Information about the position**

|                             |   |
|-----------------------------|---|
| <b>Position:</b>            | Associate Pastor (Other)                  |
| <b>Experience Required:</b> | No Experience                             |
| <b>Specific Title:</b>      | Associate Pastor for Practice & Formation |
| <b>Employment Status:</b>   | Full-time                                 |

|                               |         |
|-------------------------------|---------|
| <b>Language Requirements:</b> |         |
|                               | English |

|                                     |      |
|-------------------------------------|------|
| <b>Other Language:</b>              |      |
| <b>Statement of Faith Required:</b> | True |
| <b>Clergy Couples:</b>              |      |

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|---|--|
| <b>Training/Certificate Requirements:</b> |  |
|---|--|

|                        |  |
|------------------------|--|
| <b>Other Training:</b> |  |
|------------------------|--|

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| <b>Brief Church Mission Statement:</b> |  |
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# Church Leadership Connection

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

The hope of First Presbyterian Church of Dallas is to seek the transformation of our city as ministers of reconciliation, peace, and justice. We follow the way of Jesus where the healing is generous and everyone is welcome. Our church is not the finish line, it's a starting place on a journey to discover the light and love of God.'

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

For over 160 years, FPC has held forth God's word of love and light in downtown Dallas. Our vision today continues that tradition: Embrace God's vision for a just and merciful world where all are welcomed, all are fed, all are healed, all are freed, and all are home, through worship, education, service ministries.

FPC's rich worship traditions are grounded in decades of preaching and teaching excellence. Complementing traditional worship, we have vibrant music programs for adults and children plus special services throughout the church year. Wood Street worship offers an engaging band-led worship service that is proving meaningful to persons of all ages. Our education ministry offers opportunities focused on nurturing and challenging our faith. Our service ministry includes one of the largest social ministries in the denomination, focusing on serving downtown homeless and at-risk individuals and youth, through nationally recognized programs. We actively support and participate in global missions in Haiti and Mexico, while tending to the needs of our own congregation through Congregational Life ministries.

These multifaceted ministries are made possible through God's grace and the generosity of our congregation, both past and present. With a newly-renovated sanctuary and physical plant, two fully subscribed capital campaigns, we have been blessed with resources to support and expand FPC's ministries.

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

We feel called to be a constant example of Christ's love amid the changing landscape of our city, downtown neighborhood, and congregation.

FPC has long ministered to Dallas's homeless population through The Stewpot, providing access to dental/medical care, rehabilitation, counseling, support for communication and creative expression, and opportunities for employment. FPC serves 1,000 meals daily at The Bridge, local homeless recovery center. We advocate for social justice, and will display the same commitment to racial justice working to end racism and move toward reconciliation with God's help.

Our neighborhood has changed from a marginalized section of Dallas to a revitalized dynamic part of the city. We face the complexity of serving an increasing downtown homeless population, while also attracting neighborhood residents, many of whom have never participated actively in a church.

FPC campus includes additional entities that hold significant opportunities for serving the congregation and community: FPC Day School provides childcare through pre-K for children of working parents; [Encore Park](#) creates innovative outreach programs with collaborative nonprofits; community garden; amphitheater.

We seek to ensure all people feel valued and welcomed. We are a blend of socio-economic backgrounds, political perspectives, and cultural identities with members actively working together to maintain "a heart for the city."

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

Sharing and celebrating Jesus Christ are cornerstones of our mission, and to do so with the passion and vigor we hold dear, we must ensure our own flock are fed, cared for, and nurtured.

FPC is a warm, loving, and diverse congregation that welcomes members and clients from many zip codes in the North Texas area, as well as those seeking a tie or connection with our faith community. The Associate Pastor for Practice and Formation offers an extraordinary opportunity for a collaborative innovator to build upon our spiritual foundations while creating new ways to discover and live out our greater spiritual purpose in response to God's love.

The associate pastor will lead staff and lay persons in opportunities for building and supporting community through individual spiritual and faith formation experiences, caring for each other as we grow together in our faith. This will take shape through inspired programming and intergenerational activities serving all phases of life. The associate pastor will preach sermons that challenge us intellectually and spiritually, as well as oversee preparation for worship services. We believe, as Christ modeled, relationships can be grown and fellowship can be fostered in the simplicity of just being present, whether physically or in prayer.

### **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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## The Call System for the Presbyterian Church (U.S.A.)

**Spiritually mature educator:** nurtures a learning community of practice in personal and communal prayer and table fellowship; makes and holds space for renewal and transformation through innovative educational opportunities; engages in expanding existing and developing new creative spiritual formation practices

**Lifelong learner:** strives to learn through careful listening

**Collegial self-starter:** energized by others; able to take initiative; comfortable working with changing priorities; can intuit the complexity of FPC with careful listening/asking the right questions

**Strong teamwork/people-management skills:** collaborates, encourages, supports and manages team members and volunteers

**Pastoral Care:** creates a spirit of openness so those in need of care feel comfortable confiding in her/him/them; respects confidences; recognizes her/his/their limits; refers to other professional care providers as necessary

**Personal resilience:** copes well with change/uncertainty; able to find new direction when confronted with disappointment

**Hopeful and engaging:** maintains stability in the moment and hope for the future; provides direction, guidance, and encouragement to others in chaos and complexity; cultivates connections between others and spirit of openness

**Culturally proficient:** understands norms, values, common behaviors; able to challenge and lead congregation in matters of social justice and cultural shifts that will be needed in our congregation so all feel welcomed

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

### Essential Functions

Design/lead spiritual formation opportunities for adults: groups, classes, retreats that inspire transformation

Be a detail-oriented artist. Write liturgy, keep worship calendar, oversee bulletin preparation for all Sunday morning worship services

Lead your team supervising Directors of Youth and Children's ministry, encouraging professional growth, and asking for their help

Work closely with Senior Pastor to lead church's healing justice and racial equity initiatives

Spark leadership in others. Serve as primary staff support to Mission and Faith Formation Committees

Oversee development of new Home Group program partnering with Associate Pastor for Care and Belonging

Lead monthly worship services for The Stewpot community

Practice your craft. Teach regularly - average once per week

Publicize faith formation opportunities working closely with communications team to invite participation in a manner welcoming to people who are new to church

Steward our legacy managing the faith formation and mission budgets

### Other Functions

Participate regularly in worship and preach upon request, 6-8 times per year

Serve as "on-call" pastor for pastoral emergencies as scheduled through the AP for Care and Belonging

Officiate at weddings and funerals at direction of Senior Pastor

Support care ministry of the church by visiting ailing church members, guests in hospitals/care facilities at direction of the AP for Care and Belonging

Perform other duties assigned by Senior Pastor

**Optional Links:**

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

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**Leadership Competencies:**

Compassionate

Spiritual Maturity

Teacher

Entrepreneurial

Decision Making

Organizational Agility

Collaboration

Interpersonal Engagement

Bridge Builder

Initiative

**Compensation and Housing: Cost of Living Calculator**

**Minimum Effective Salary:** \$75,000

**Housing Type:** Housing Allowance

**References:**

| Name                 | Address                               | Phone Numbers              | Relation   | Email                     |
|----------------------|---------------------------------------|----------------------------|--|---------------------------|
| Gerry Tyer           | 6100 Colwell Blvd, Irving TX<br>75039 | 214-630-4502               | Stated Clerk<br>for Grace<br>Presbytery              | gerry@gracepresbytery.org |
| Antoine Joyce        | 517 N Haskell Ave, Dallas TX<br>75246 | 214-484-2112<br>917-449-88 | VP, City<br>Leader All<br>Stars Project<br>of Dallas | ajoyce@allstars.org       |
| Rev. Dr. Andy Stoker | FUMC Dallas                           | 469-343-5586               | Local Dallas<br>Clergy                               | astoker@fumcdallas.org    |

**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 06/29/2022**

**Self-referral Contact Information**

**PNC:** Regina Strader Hunt

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**Daytime Phone** 214-448-4366

**Office Phone**

**Fax**

**Email** apnc@fpcdallas.org