

## **First Presbyterian Church of Durham Ministry Information Form**

**What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived out.**

First Presbyterian Church (FPC) welcomes all who worship here. We honor and celebrate the diversity and unity that God gives us in Christ. We welcome individuals of every age, race, nationality, gender, ability, sexual orientation, and economic circumstance to participate fully in the life of the church.

Our ministry is a response to the gospel of Christ, who teaches us to celebrate God's faithfulness, live in community, and serve others. Our core values, defined in 2010 and reaffirmed in 2014, are: reformed worship, inclusivity, faith exploration, pastoral care, historic placement, social mission, faithful stewardship, and community.

FPC combines a traditional worship service with progressive theology. We carry out our vision for ministry internally through thoughtful worship and music; pastoral support provided through home visits, meals for new families, and care teams; and active fellowship groups which enhance spiritual development outside of church.

As a downtown church, FPC is active in ministry through our involvement in the community and service to one another with a social justice focus. FPC is home to a five-star day school, host to many civic and community events, partners with other congregations in supporting ongoing mission work at the Urban Ministries Community Café, Habitat for Humanity, Iglesia Emanuel Church, Families Moving Forward, Durham Congregations & Neighborhoods, and mission trips beyond Durham.

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

FPC, like many historically downtown churches, finds itself at the center of Durham, surrounded by government offices, social service agencies, and businesses. For some time, our neighbors and immediate community have been those seeking and receiving social services and residents of the homeless shelter next door. Our neighborhood has provided, and continues to provide, an obvious focus for much of our mission and community outreach. At the same time, Durham is experiencing a period of growth and vitality, which includes the addition of hundreds of new residents within a mile of the church. This influx presents numerous opportunities to reach out to our new neighbors.

While FPC is known as a strong advocate for social justice and a leader in developing needed community services, we recognize we must also address the needs within our walls. Our vibrant and diverse congregation includes families, newcomers, and long-term members of all ages. In our Mission Study, the congregation indicated a desire to be nurtured and enriched through greater personal spiritual development, cultivation of lay leadership, support for families, and

pastoral care for families or individuals in need. Our church family, the historic community around us, and the changing downtown landscape provide welcome opportunities to reach out and address emerging needs as we sit on the demographic “fault line” in downtown Durham.

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

The Associate Pastor for Youth and Their Families will embrace and build on the strengths of the church as they relate to youth and their families.

Our Mission Study identified these assets within the congregation:

- Sunday School classes and music programs that attract and sustain membership;
- members who are active in the Durham community, often in leadership roles;
- intellectual engagement evident in book groups, seminars, study groups, and from the pulpit;
- membership growth—including a cohort of young professionals, retired ministers, educators, and new families;
- dedication to service, mission projects, and social justice;
- partnerships with other faith groups; and
- a welcoming, sociable community that enjoys fun and fellowship

While we appreciate our strengths, this position could help us with these identified needs related to youth and their families:

- ideas for youth participation in intergenerational fellowship;
- inspiration for youth on their spiritual journeys;
- greater engagement and support for families of youth and youth leaders;
- broadening youth leadership in the life of the church;
- guide youth in envisioning and executing non-traditional opportunities in worship and music on Youth Sundays; and
- engaging youth as appropriate in church processes

We need a leader who expresses who we are and who we seek to be across platforms: from the pulpit, in session meetings, through social media, in the youth program, and in conversations with community leaders.

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

The new Associate Pastor must show Christ’s hospitality in working and communicating with young people and their families, both within the congregation and without. The person will work with the current staff at FPC, a talented dedicated team central to our ministry. Within the church, the person will interact with people of all races, ages, sexual orientations, and political leanings. Our new Associate Pastor will be an emissary of the church for and with our young

people and their families.

The new person will be a bridge builder as the youth participate in their community, continuing FPC's historied presence in Durham —serving those in need, building relationships with members of different faith communities. The new pastor must be skilled at relating to and understanding young people and building bridges among them: creating community. The person should understand their developmental stages and the environmental challenges faced, and be skilled at scaffolding social interactions among children with varied ability levels.

Our next youth pastor should inspire and motivate the youth as the next agents of change in our community and world — spark hope and inspire confidence in their ability to be changemakers, not just in the future, but in the present.

As a teacher, our youth pastor will encourage spiritual formation, guide in the language of faith and embolden the youth to put their faith into words.

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

This position will encourage youth to grow in their faith and community. Primary duties will include: 1) developing a comprehensive program of spiritual formation for youth (Grades 6-12), 2) providing pastoral care for youth and their families, 3) leading worship and fostering worship leadership for youth, and 4) coordinating and delivering social media for the church.

This person leads the youth to grow in faith and fellowship through Bible Study and Christian formation, missions and service opportunities, recreation, retreats, and youth group. This person creates and celebrates an inclusive, welcoming community of faith and recruits and collaborates a team of youth advisors who encourage involvement in the total life of the church (e.g. choir, acolyte, liturgist, service and mission projects, confirmation, presbytery opportunities, and summer trips).

Our youth grow in faith within the families that nurture them. This position provides pastoral care to youth, families, and friends who seek to support them.

As a member of our clergy team, this person will provide regular leadership in worship including quarterly preaching. This person will also encourage youth to explore their faith through participation in worship. Social media is an important avenue for youth and community to connect to church. Accordingly, this person will coordinate social media for the congregation, including regular postings about congregational events, weekly sermon podcasts, and church news.

### **Leadership Competencies**

Compassionate  
Teacher

Technologically Savvy  
Culturally Proficient  
Organizational Agility  
Strategy and Vision  
Interpersonal Engagement  
Bridge Builder  
Motivator  
Flexibility