

First Presbyterian Church - Red Wing, MN

Position Description

February 2024

Title: Pastor/Teaching Elder

Position Summary:

First Presbyterian Church Red Wing seeks a pastor who will nourish the spiritual growth of our church community; who will lead true community building within our membership; who will gently lead the less-critical concerns of our membership toward more meaningful concerns of personal and corporate spiritual growth. Our pastor should be able to guide us to meet our vision. Worship and administration of sacraments, proclamation of the Word, spiritual development of members, pastoral care, congregational fellowship, and education are of the highest priority pastoral activities. The candidate will act as head of staff and provide guidance and support. The staff consists of Office Manager, Christian Education Director, Choir Director, Organist, Pianist, Worship Technicians, Nursery Attendants, and Sexton. Further, the pastor will have a close working relationship with the Session, Deacons, church staff, and committees. This includes "touching bases" with staff and the committees without controlling their work. The candidate will take responsibility for the Christian Education program's spiritual direction, work with staff and lead the confirmation program. Further, the pastor will guide and promote new member development, be involved with the Presbytery of the Twin Cities Area and moderate the Session. At the same time, the pastor will always maintain proper balance of their personal and family needs against the time devoted to the church and its membership.

Church Mission & Welcoming Statements

First Presbyterian Church of Red Wing, Minnesota, is a congregational family that seeks to grow in the love of Jesus Christ and to share that love with the community and the world.

We welcome all who seek to follow Jesus regardless of race, age, gender, sexual orientation, gender identity, nationality, ethnicity, physical or mental ability, marital status, family arrangement, education, political affiliation, economic circumstance, or theological perspective. We commit ourselves to loving God and building a community where all are loved.

How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

We believe that intentional ministry to children, youth, and families is the central theme for the future of our church. We have a historic commitment as the first church in Red Wing and an obligation of faith to engage fully with our community, and to participate in ecumenical and interfaith activities. We build on our rich, vital history of being intentionally welcoming and renew our efforts at creating meaningful intergenerational fellowship opportunities, ensuring that none are left out. When we say, "all are welcome," we mean it. These things we do, while maintaining who we are in the midst of growing into what we will become. We strive to show compassion for others, living out our call to be as active as we each can be in the life of the church and worship. Through careful stewardship of our time, talents, and treasures, we are always seeking God's guidance.

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

The city of Red Wing, Minnesota, has a population of 16,500, and has more than twenty churches located within its city limits. Through word and action, we provide an example to the community and world of positive Christian values and attitudes. We continually give back to our community through support and service and share the church building with others as outreach to the community. We partner with other churches and faith groups in offering joint worship, fellowship, learning and service opportunities. The emerging needs to be addressed would be the basics: food, clothing, housing, and providing an inviting and welcoming space of worship for all.

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

Our next called minister will be moderator of the Session. It is expected that the candidate will develop a close working relationship with the Session, Deacons, church staff, and committees. The candidate will oversee the office manager, treasurer, sexton, Christian education director, worship technicians, nursery attendants, and music staff. The candidate will take responsibility for the Christian education program's spiritual direction, work with staff, and lead the confirmation program. The candidate will help everyone feel appreciated, remembered, and a part of our church. The candidate will help make children feel important and involved in the life of our church. The candidate will coordinate with music staff to match music to lectionary and sermon themes. The candidate will work closely with the office manager to provide communication with church members through our website, calls, visits, and newsletter.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

We are looking for a pastor who is loving, welcoming, builds community, respects political diversity, and values music as an integral part of worship. Our pastor should use inclusive language, be welcoming of differing views, and be willing to listen to all. Our pastor should be involved in community activities and have strong administrative skills. Our pastor should have technology skills to develop PowerPoint presentations used in worship and streaming. Our hope is that the candidate delivers rich and meaningful sermons.

What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

We expect the person called to be a worship leader, confirmation director, have oversight of youth and adult Christian education, and provide pastoral care in the form of outreach and visitation to church members.

We expect the person called to engage in outreach to other churches, have strong administrative skills, and supervise employees/staff: office manager, nursery attendants, worship technicians, choir director, pianist, organist, and sexton. We expect the person called to create PowerPoint presentations for church worship and streaming.