



MINISTRY INFORMATION FORM
Ministry General Information

Ministry Number	00424
Ministry Name	The New York Avenue Presbyterian Church
Mailing Address	1313 New York Avenue NW Washington, DC 20005
Phone	(202) 393-3700
Fax	
Email	pnc@nyapc.org
Website	www.nyapc.org ; www.pnc.nyapc.org
Congregation Size	401 – 650 members
Ethnic Composition	3% Asian 9% Black or African American (African Native, Caribbean) 86% White 1% Other
Average Worship Attendance	220
Church School Attendance	80
Curriculum	Illustrated Ministry and Holy Moly (Children), Teacher-Created (Preschool, Youth, and Adults)
Yoked Church?	No
Presbytery	National Capital Presbytery
Synod	Mid-Atlantic
Community Type	Urban
Eligible for Seminary Debt Assistance Program?	No

Clerk of Session Contact Information	Miriam Dewhurst
Address	308 Riley Street Falls Church, Virginia 22046
Preferred Phone	(571) 228-9551
Alternate Phone	
Email	Miriam.dewhurst@gmail.com
Fax	

Information about the Position

Position	Head of Staff (supervised one teaching elder and other staff)
Experience Required	5-10+ years
Employment Status	Full Time
Language Requirements	English
Statement of Faith Required	Yes
Open to Clergy Couples	Yes

Brief Church Mission Statement:

NYAPC is a community of faith in the heart of Washington DC, furthering God's transforming work, challenging the powerful, standing with the oppressed, lifting up the broken-hearted, and making God's love and justice visible by welcoming and loving all.

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

NYAPC's vision is to follow Christ into places of brokenness and joy as we do justice, treat all with kindness and mercy, and walk humbly with God.

NYAPC has a history of inspirational preaching focused on theology and social justice. Our membership is dynamic, transient, and multigenerational; focused on deepening in faith; and caring for those on the margins. We are a vibrant, urban church striving to ensure our congregation and leadership reflect the Washington, D.C. community in which we're situated.

As a congregation we uphold five core values:

We embody **radical hospitality**: we offer God's inclusive welcome, inspired by Jesus' ministry and empowered by God's Spirit to provide all a safe place and a spiritual home.

We practice **foundational worship**: we gather to praise God, just as we are, amidst the brokenness of the world, seeking to be transformed by the Word and inspired by the Spirit to bear God's love and justice.

We create a **nurturing community**: we care for one another as God cares for us--growing in our faith; nurturing lasting friendships; feeding each other's spirits; and reaching out to neighbors near and far.

We engage in **prophetic witness**: we seek to be faithful to the justice-seeking God by witnessing against all that deforms God's good creation, so that we might be where God is, at work bringing new life.

We live in **joyful stewardship**: we nourish and share our gifts from God's abundance so that we may move boldly forward in our common journey of faith.

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

NYAPC is called to address the emerging needs of our community by:

Cultivating deeper faith within our individual lives and faith community. We feel called to deepen our faith as individuals and as a community, and further connect our faith to our public lives through a progressive political lens. We value prophetic preaching, relevant Christian education classes, and long-term mission outreach to marginalized communities in Washington, D.C., Cuba, and Kenya.

As an urban church in the nation's capital, we seek to forge a diverse community that lovingly cares for and supports all our members and guests through life's transitions. Recognizing the uniqueness of every member of our community, we seek to strengthen our bonds no matter our family status or where we are in our life journey.

Broadening our understanding and practice of stewardship. NYAPC is actively working to broaden our understanding and practice of stewardship, so that congregants know and appreciate the talents and treasures that can advance the church's work. NYAPC strives to be transparent and accountable as we communicate our finances and budget and how they support our missions and programs.

Optimizing the effectiveness of our leadership/staff structures and programs/ministries. Recently, NYAPC opened its doors to more tenants who work with vulnerable communities. We seek a senior pastor who can help us optimize our structures to continue to grow in our work and effectiveness with these groups.

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

NYAPC is a historic church located in the nation's capital. Rapid development over the last decade has seen an influx of new residents, including young families and empty nesters. This has attracted new congregants to our church, but our membership remains steady largely because of members moving away due to their profession.

The rapid growth of metropolitan Washington, D.C. has spurred ongoing discussions as to how to grow our church as we respond to these changes.

We have opportunities for growth, substantial revenue from Pledges, Contributions, building rent and bequests. But we also have \$3 million in debt from investments in our building and an annual operating deficit.

We have nearly exhausted opportunities to cut costs while still maintaining our current social action, member care, preaching and operational programs, including necessary services provided to support our tenants.

If we are to thrive and continue doing God's work on this corner of Washington, D.C., we must grow in members and money. However, we are only interested in growing if we can do so while honoring God's call to our social action work in the city and world; to worship with reverence and joy; to care for one another and our neighbors; and to deepen our experience of God's presence, love, and call.

We believe God is calling NYAPC to do all of these AND grow. We pray God will call a senior pastor to our pulpit who will join us in making it happen.

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

We seek a pastor who embodies servant leadership, excels at preaching, prioritizes administration and management, ministers to congregants, and guides us to grow in faith. We are not seeking someone to “fix” or micromanage us. Rather, we seek a minister who will nurture and challenge us to live lives that truly reflect Christ’s example and with whom our dedicated lay leaders can partner.

We crave preaching that is grounded in the Bible and draws from the best thinking of theologians; reflects current societal issues; and engages, inspires, and moves us to action.

We seek a senior pastor who will be open and accessible to our entire congregation and help us improve how we care for members by phone, online, at home, and in a hospital.

Our senior pastor will also help us grow spiritually, no matter where we are in our faith journeys. Recognizing the diversity of our backgrounds, preferences, personalities and needs, our pastor will offer education, exploration, and a range of spiritual practices to more deeply experience God’s presence.

We hope our new senior pastor will truly be a servant leader who understands, respects, and uses the enormous gifts and insights of our lay leaders and volunteers while collaborating with us as our work evolves and challenging us to align our activities with our mutually adopted plans. Finally, our pastor will insist on high-quality, effective, church operations and marshal the resources to make it happen.

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

Our Senior Pastor effectively guides our lay leaders, creatively leads worship, manages our organization, and helps steward our revenues and investment in our building to enable NYAPC to attain its mission goals and fulfill its vision in this broken world.

The Senior Pastor has four core responsibilities, among others, aimed at achieving these goals: Inspiring the congregation through preaching; managing pastoral care; leading church administration and our boards; and increasing NYAPC’s spiritual vitality.

The Senior Pastor leads our theologically progressive congregation in worship to foster the congregation’s spiritual growth.

The Senior Pastor ensures that compassionate pastoral care is provided to all members of the NYAPC community.

The Senior Pastor directly supervises eight employees, three full-time and five part-time, to administer NYAPC’s facilities, programs, and finances. They will also provide strategic leadership to our boards to enable these active groups of elders, lay leaders, and volunteers to achieve NYAPC’s mission goals.

The Senior Pastor is responsible for the overall administration of a complex voluntary organization with a prophetic urban ministry and an annual operating budget of \$2 million derived from donations, tenant organization building use revenue, and endowment income to fulfill NYAPC’s mission. They will also oversee a \$5 million capital investment program to improve building security and HVAC systems to facilitate NYAPC’s mission and vision.

Optional Links

The New York Avenue Presbyterian Church in Washington, DC (NYAPC) has a substantial online presence and we invite call seekers to better get to know us. Please visit our following sites.

PNC website: <https://pnc.nyapc.org>

NYAPC senior pastor search brochure: <https://bit.ly/nyapc-pastor-search>

NYAPC website: <https://nyapc.org>

NYAPC blog: <https://nyapcseekinggodblog.wordpress.com>

NYAPC Twitter: <https://twitter.com/NYAPCdc>

NYAPC Instagram: <https://www.instagram.com/nyapcdc>

NYAPC Facebook: <https://www.facebook.com/nyapcdc>

Leadership Competencies

<p>Compassionate: having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus.</p>	<p>Flexibility: Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.</p>
<p>Preaching and Worship Leadership: Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence.</p>	<p>Spiritual Maturity: Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with faithfulness of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.</p>
<p>Interpersonal Engagement: Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes.</p>	<p>Funds Developer: maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives.</p>
<p>Communicator: Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.</p>	<p>Contextualization: the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.</p>
<p>Strategy and Vision: Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.</p>	<p>Organizational Agility: Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and</p>

	procedure; appreciates the power in the culture of a congregation; is politically savvy.
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Compensation and Housing

Minimum Effective Salary <i>Effective salary is cash salary plus housing allowance and other compensation considered "effective salary" by the Board of Pensions of the PC(USA)</i>	\$100,000
Housing Type	Housing Allowance

References

Name	Address	Phone Numbers	Relation	Email
Rev. Beth Braxton	5410 Jennifer Drive, Fairfax, VA 22032	(703) 250-1157	NYAPC Parish Associate	RevBeth.Braxton@gmail.com
Rev. LeAnn Hodges	14301 Laurel Bowie Rd, Laurel, MD 20708	(443) 370-3454	Liaison from Presbytery	LeAnn.Hodges@me.com
Rev. Stephen Smith-Cobbs	11300 Rockville Pike #1009, Rockville, MD 20852	(240) 514-5348	Chair of Committee on Ministry, NCP	Comadmin@thepresbytery.org

Pastor Nominating Committee Chairperson Contact Information	Kristin Ford and Heather Choi
Address	1313 New York Avenue NW, Washington, DC 20005
Preferred Phone	(202) 570-6441
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