

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

**Mif #: 00423.A10**

**Ministry General Information**

<b>Ministry Number</b>	00423
<b>Ministry Name</b>	National Presbyterian Church
<b>Mailing Address</b>	4101 Nebraska Avenue NW Washington, DC 20016
<b>Phone</b>	202-537-0800
<b>Fax</b>	
<b>E-Mail</b>	pastorsearch@nationalpres.org
<b>WWW Address</b>	https://nationalpres.org/
<b>Ministry Size</b>	1001 - 1500 members

<b>Ethnic Composition</b>	
	Asian 5%
	Black or African American (African Native, Caribbean) 8%
	Hispanic Latino/Latina, Spanish 1%
	Middle Eastern 1%
	White 85%

<b>Average Worship Attendance</b>	1200
<b>Church School Attendance</b>	195
<b>Curriculum</b>	Group Publishing
<b>Yoked</b>	False
<b>Presbytery</b>	NATIONAL CAPITAL PRESBYTERY
<b>Synod</b>	SYNOD OF MID-ATLANTIC
<b>Community Type</b>	Urban

Ten-year trend statistics of this church/organization [Show Statistics](#)

**Information about the position**

<b>Position:</b>	Head of Staff (Multi-Staff Pastor, who supervised two or more teaching elders and other staff)
<b>Experience Required:</b>	5 to 10 Years
<b>Specific Title:</b>	Senior Pastor and Head of Staff
<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>	

<b>Training/Certificate Requirements:</b>	
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<b>Other Training:</b>	
<b>Brief Church Mission Statement:</b>	
Leading People to Become Faithful Followers of Jesus Christ Together in God's World	
<b>What is the congregation's or organization's vision for ministry:</b>	
<p>National Presbyterian Church (NPC) is a faithful, vibrant, and hospitable congregation located in Washington, DC, with members from the District of Columbia, Maryland, and northern Virginia. With a rich history in the Nation's Capital, NPC has a weekly attendance of about 1,200 (in person and online) and has seen its Sunday online worship participation increase significantly during the pandemic.</p> <p>We believe God is calling us to lead people to become faithful followers of Jesus Christ together in God's world. Our mission statement (see 2014 Strategic Plan) boldly declares that NPC is committed to discipleship, to community, to missional service within and beyond our congregation, and, most importantly, to a deep and abiding faith in Christ.</p> <p>As Presbyterians, we value and are comfortable with new ideas—"reformed and always being reformed according to the word of God." Following our 2014 Strategic Plan, we have continued to prayerfully discern the Lord's will in our individual lives and the life of our church in all areas, including in worship, education, care for the congregation, and mission. Areas of current focus for the congregation include: exploring new topics and formats to grow adult, youth, and children worship and fellowship; enhancing conditions for an intentionally welcoming church body that reflects our region's local diversity and global reach; and, finding new ways to serve as faithful disciples of Jesus Christ in a changing world.</p>	
<b>How do you feel called to reach out to address the emerging needs of your community or constituency:</b>	
<p>NPC engages our local and global community through worship, spiritual growth, care, and service, and seeks to broaden our reach and accessibility. Our 2014 Strategic Plan underscores our desire to pursue, support, and adapt to a diverse membership to expand and sustain the NPC community. We seek a Senior Pastor who loves God and loves people, and who will lead the spiritual growth of current and future members and visitors of diverse backgrounds.</p> <p>The pandemic confirmed our belief that a thriving and resilient 21st Century Church must be an online-ready church. Thanks to tools such as our online church directory and webcast capabilities, we continued our activities online during the pandemic, including worship, group discussions, and music performances. We have been blessed with increased online participation and seek to spread Christ's love and good news to a broader community. We seek an adaptive Senior Pastor to lead a 21st Century Church committed to faithfulness, biblical teaching, and a caring servant culture.</p> <p>As we transition to a post-pandemic world, we will continue to worship in a hybrid format, in-person and online. Backed by a successful capital campaign and facility expansion, our church has become more open and accessible, consistent with our vision for spiritual growth and expanded worship, care, and service. We seek a Senior Pastor to lead us in developing a more welcoming, loving, and hospitable culture that encourages all to deeper faith and attracts newcomers.</p>	
<b>How will this position help you to reach your vision and mission goals:</b>	
<p>The congregation prays for God's help and wisdom in developing a two-way partnership with its next Senior Pastor in a "covenant relationship" that will inspire prayer, education, inclusion, and discernment. NPC is a congregation of committed and caring people who seek more engagement with one of the most diverse communities in the nation.</p> <p>Our commitment to increased diversity includes embracing differences in age, gender, ethnic background, cultural heritage, and music, and the use of even more inventive technologies so that God's word may be heard throughout the metro area. To engage with persons of diverse backgrounds will require a vigorous commitment of talent and resources from the entire NPC community to reach out and gain the attention of a society that is often captured and focused on events of the nation within the Capital area.</p> <p>The recently completed renovation of NPC's campus infrastructure, made possible by a multi-year capital campaign, is an affirmation of the congregation's commitment to grow stronger in its core mission of proclaiming the Gospel of Jesus Christ throughout Washington, DC, and its Maryland and Virginia suburbs. Part of the construction and renovation created new pathways and entrances to the Sanctuary to open new doors for a diverse community. We desire to welcome all who seek the Gospel's message of salvation and joy.</p>	
<b>Provide a description of the characteristics needed by the person who is open to being called to this congregation and or organization:</b>	

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We are seeking a spiritually mature pastor who is compassionate and culturally proficient. Someone who will inspire the congregation with preaching that is clear, biblically-based, rooted in the Reformed tradition, and artfully delivered. We are praying for someone who is Christ-centered and is motivated to attract and shepherd Christ followers and seekers of all ages.

We need a pastor who knows how to work well with others and is blessed with a sense of humor and humility. We are looking for someone who is not only a good listener and bridge-builder but also able to communicate effectively in a variety of settings, including large and small groups and the broader public.

We desire a strong leader who knows how to get things done in a complex, large church system. We need someone who can recognize the talents of others and empower them in service to the Lord. We hope that person is a curious and thoughtful life-long learner who can decisively move us into the future while understanding the importance of changing technologies and the many ways we can make the church accessible.

We are looking for someone who will be a strategic thinker with a vision and appetite for servant leadership in an everchanging world. Although our city and global community have faced the challenges of political and racial strife in addition to the pandemic, we see great opportunity to share God's light with our neighbors. We seek a forward-looking shepherd to lead us into our next chapter.

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

- Preaching two sermons, 40 Sundays/year, and at some special mid-week events in Advent and Lent, that are biblically-based and rooted in the Reformed tradition.
- Planning and leading worship (regular Sunday services and special mid-week services in Advent and Lent) in a collegial relationship with the Director of Music, and facilitating preaching by the Associate Pastors.
- As Head of Staff, responsible for building an effective team of 24 full-time and six part-time staff, and two Parish Associates. An Executive Pastor shares in the responsibility for day-to-day administration.
- Providing vision and strategic leadership for the Session, as Moderator, and the entire church family, encouraging and equipping them to support NPC's four pillars: worship, grow, care, and serve.
- Encouraging members to fulfill financial responsibilities as faithful stewards of God's resources. Advising Session on the financial health of the church and identifying priorities for the annual budget.
- With the Associate Pastors, administering the sacraments and, on occasion, participating in pastoral counseling, visitations, weddings, and funerals.
- Maintaining a positive relationship between the church and the presbytery, encouraging members to serve in presbytery positions, and advising Session on denominational issues.
- Maintaining a strong working relationship with the National Presbyterian School, co-located on the church campus.
- Serving as NPC's public face in local and national venues.

### **Optional Links:**

<https://nationalpres.org/>  
<https://nationalpres.org/welcome/annual-reports/>  
[https://nationalpres.org/wp-content/uploads/2021/02/Strategic-Plan-2014\\_1.pdf](https://nationalpres.org/wp-content/uploads/2021/02/Strategic-Plan-2014_1.pdf)  
<https://nationalpres.org/welcome/about-us/race-national-presbyterian-church/>  
<https://nationalpres.org/wp-content/uploads/2022/01/Biblical-Standards-for-Christian-Leaders-NPC.pdf>  
<https://www.nps-dc.org/> (National Presbyterian School)

### **Leadership Competencies:**

Compassionate

Preaching and Worship Leadership

Spiritual Maturity

Public Communicator

Culturally Proficient

Organizational Agility

Strategy and Vision

Interpersonal Engagement

Bridge Builder

Motivator

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

**Minimum Effective Salary:** \$165,000

**Housing Type:** Housing Allowance

**References:**

<b>Name</b>	<b>Address</b>	<b>Phone Numbers</b>	<b>Relation</b>	<b>Email</b>
The Rev. John Molina Moore	National Capital Presbytery, 11300 Rockville Pike, Rockville, MD 20852	(240) 514-5348	General Presbyter of the NPC's Presbytery	jmolinamoore@thepresbytery.org
The Rev. Peter James	124 Park St. NE, Vienna, VA 22180	(703) 717-3777	Longtime colleague at peer church (Vienna Presbyte	petergjames77@gmail.com
The Rev. Dr. Joyce Emery	Bethany Presbyterian Church, 4420 N. 41st Street, Tacoma WA 98407	(206) 409-9387	Former Interim Associate Pastor for Congregatio nal	emery.joyce@gmail.com

**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 02/02/2022**

**Self-referral Contact Information**

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