



(NOTE: Job Description starts on pg 6 after Church profile)

VISION AND STRATEGY

A warm and welcoming congregation, Lansdale Presbyterian Church (LPC) has a vision to gather a community to live for Christ. “Gathering a community” means building a fellowship where God is present and where loving, Christ-like relationships are actively pursued (Jn. 17:21). “Living for Christ” means we give him the primary place in our lives, such that our love for him becomes the central motive for all that we do. Our key strategies to reach this vision are “**Encourage - Grow - Equip - Go**”.

Encourage

We aspire to be a community that openly acknowledges the challenges of living for Christ in this present world. And so together, we commit ourselves to encourage one another with God’s word, with prayer, and with acts and words of kindness (1 Thes. 5:11).

Grow

Admitting that we have not yet “arrived”, we aspire to be a community that is always growing in what it means to live for Christ. Not satisfied with the status quo, our goal is to become like Christ and to increasingly reflect his wisdom, goodness, and love (2 Pet. 3:18, Eph. 4:15).

Equip

We aspire to be a community in which our members are equipped to live life for Christ. Our goal is to teach and model to one another what God’s word says about how to live this life in a comprehensive way, practically applying God’s truth to every sphere of our lives (Eph. 4:11-13).

Go

We aspire to live the gospel by consistently carrying a Christ-like attitude into every sphere of our lives, including family, work, education, community, civil government, and the arts. In this way others may see and experience the goodness and grace of God and be drawn to him. In addition, we look for effective ways to tell others the good news about Christ and invite them to live for him (Jer. 29:7, Matt. 28:19-20).

COMMUNITY

LPC is located in Hatfield Township, Montgomery County, Pennsylvania, a growing and vibrant area adjacent to and northwest of Philadelphia. This area, known as the North Penn Region, centers around the Borough of Lansdale. From any of several rail stations (Lansdale, North Wales, Pennbrook, others), the city of Philadelphia is accessible in about 1 hour by regional rail service. The county itself is geographically diverse, ranging from farms and open land in the extreme north and western areas of the county to densely populated suburban neighborhoods in the southern and central portions. The major employers are in the healthcare, pharmaceutical, educational, and service industries. The area is home to over 15 universities and colleges, including Villanova and

Temple Universities, Bryn Mawr College, Montgomery County Community College, and Westminster Theological Seminary. For grades pre-K-12, there are over 20 strong public-school systems and numerous, excellent private and Christian schools. Abundant options exist for retail shopping and entertainment. Community events are offered year-round.

HISTORY AND FACILITIES

LPC was established in 1956 through the combined efforts of Faith Presbyterian Church of Quarryville and Calvary Presbyterian Church of Willow Grove. In 1959 the church affiliated with the Reformed Presbyterian Church Evangelical Synod (RPCES), a denomination committed to the scriptures as the inerrant Word of God and the teachings of the Westminster Confession of Faith. In 1982 the RPCES merged with the Presbyterian Church in America (PCA), LPC's current affiliation.

LPC met at two different locations in the Borough of Lansdale before purchasing the current property in 1970. The original building, which was occupied in 1973, has been renovated 3 times, with the most recent addition completed in 2018. The resulting 21,000-square foot facility houses a welcoming lobby and cafe, worship center, nursery, office space, library, gymnasium, classrooms, and conference rooms. LPC owns the building and grounds mortgage and debt-free.

MEMBER DEMOGRAPHICS

Our membership roll has over 200 members, comprised of 84% White/non-Hispanic, 11% Asian, 3% African American, and 2% Hispanic/Latino. On average, about 170 people (members and visitors) attend worship service each Sunday. LPC's age demographics are broken down as follows:

- 13% ages 0-12
- 5% ages 13-18
- 8% ages 19-25
- 13% ages 26-40
- 22% ages 41-60
- 39% ages 61+

LEADERSHIP AND STAFF

LPC adheres to the Presbyterian method of governance, typified by the rule of an assembly of elders or presbyters known as the Session. All members and ministry directors are under the authority of the Session, which provides spiritual and visionary leadership. Two types of elders comprise the Session: ruling elders and teaching elders. Ruling elders govern the church and its ministries, while teaching elders are the pastors set apart to nurture God's people through the teaching of church doctrine and the holy scriptures. LPC currently operates with a two-pastor model, staffed by a Senior Pastor and an Assistant Pastor.

Groups of local churches are governed by a higher assembly of teaching elders known as the Presbytery. LPC is a member of the Eastern Pennsylvania Presbytery.

Deacons are ordained officers chosen to lead the Mercy ministry by caring for the needy in our congregation and our community. The Board of Deacons is also responsible for overseeing maintenance of the church property. For the day-to-day operation of the church, LPC has a stable support staff consisting of an Administrative Assistant, Bookkeeper/Office Assistant, Worship Band Director, Pastoral Counselor, Choir Director, Organist, Treasurer, and Sexton.

CHURCH MINISTRIES

God's people must be equipped for service and Godly living in the world. Our aim is to be a church that presents the whole counsel of God in a clear and practical way, emphasizing a Biblical world and life view. We have many flourishing ministries at LPC that engage both congregants and others from the community. About 70 people attend Youth Group, Small Groups, and Bible studies each week.

Christian education

Our Christian education ministry recognizes the centrality of the Bible and the crucial importance of knowing what God has done for us and what God requires of us. Believing that no one is too young or too old to learn from God's word, we offer classes to all ages, from young toddlers to senior citizens. Some classes focus more on the contents of particular Biblical books, other classes provide a topical approach to Biblical themes, while others focus more on the practical application of Biblical principles for how to live in this present world.

Bible studies

With 5 Bible studies per week, members and visitors have an opportunity to dive into God's word and confidentially sharing prayer and praise requests.

Children's ministry

Believing that our children "are to grow up in every way into him who is the head, into Christ" (Eph. 4:15), our children's Sunday school has classes for all ages beginning at age 3. The curriculum we use is designed to show Jesus to our children through stories in the Bible from Genesis to Revelation.

Our children meet on the third Sunday of each month for a ministry currently run by the Youth Group. Teens pair up with younger children to help them throughout the evening with dinner, singing, lesson time, and large-group games. Each summer we welcome children to join us for a week-long Vacation Bible School that includes memorable Bible lessons, great music and singing, and fun games.

Youth Group

Our Youth Group exists to assist parents in the Christian discipleship of their children. Youth leaders are passionate about seeing students grow in their faith and knowledge of Jesus Christ and developing a strong Biblical worldview. We welcome students in grades 6-12. Youth Group meets each Sunday evening for music, Bible study, prayer, discussion, and fellowship. Each summer our youth go on a short-term missions trip and experience a hands-on, word-and-deed ministry.

Young adults

This ministry engages young adults, ages 18-25, who are college students or young professionals as they navigate a new life of independence and responsibility. They meet semi-monthly to study the Bible, hear testimonies, ask questions, and enjoy fellowship. As an outreach to international students, several young adults participate regularly in Friday Night Connect, a hospitality ministry hosted by missionaries serving the University City district in Philadelphia.

Men's ministry

Men sharpen each other through 2 Bible studies offered weekly. The Men's ministry also hosts a bi-monthly breakfast on Saturday mornings and a yearly retreat.

Women's ministry

The purpose of the Women's ministry is to equip women through Christian discipleship to better understand who God is and who God designed women to be. This is a relational ministry of women encouraging and mentoring each other to extend His Kingdom in their lives, home, church, community, and throughout the world. The Women's ministry hosts 2 Bible studies each week and meets approximately 3 times annually for retreats or special speaker events.

Seniors Living in Christ (SLIC)

An outreach to senior citizens (age 60 and up!), SLIC ministers to the mature members of our congregation and community. SLIC conducts a variety of programs designed to meet the needs of senior citizens, including movie and soup days, Christmas dinners, picnics at Peace Valley Park, and many more. Often special speakers are engaged to speak on relevant topics such as "Safety for Seniors".

Welcome ministry

Before and after every Sunday worship service, friendly and knowledgeable members staff our welcome center in the lobby. Our Pastors are also available following the service to meet and greet members and visitors and to answer questions.

Small Groups

More than just a Bible study, 5 small groups meet on Sunday evenings, providing an opportunity for prayer, fellowship, sharing, nurturing, and accountability.

LOCAL OUTREACH

Believing that no one can escape the miseries of this life, including death itself, or can experience true joy apart from a restored relationship with God, we actively proclaim the good news that Jesus has come to take away sins and reconcile mankind to God.

Evangelism

We encourage our members to share the good news about Jesus through local evangelistic outreaches.

- Nursing home ministry - Each month members of our church lead a worship service at Meadowood retirement community and visit with residents to bring the word of God and the love of Christ to those who would otherwise be unable to attend church.
- Community events - Each year we have a booth at Lansdale Day, a community festival held during the summer. People from our church greet event-goers with a warm smile and a variety of literature that speaks about our church and ministries, but primarily about the person and work of Jesus Christ.
- Meeting for Better Understanding - Quarterly meetings are held with Muslim members of our community, during which relationships are built and topics of interest are presented and discussed from Biblical and Quranic perspectives.
- Community organizations - We encourage our members to participate in spreading the gospel by supporting like-minded organizations such as Bethany Christian Services, North Penn Women's Clinic, Children's Jubilee Fund, and Christ Academy.

Mercy ministry

At LPC, we take God's call to Mercy ministry seriously. As important as the ministry of God's word is, a word ministry that is not accompanied by deeds is empty (James 2:15,16; 1 John 3:18). Aside from the general caring that takes place within our congregation, we have an organized Mercy ministry. Our deacons oversee the Mercy ministry to the needy in our church and community. This ministry includes:

- Funds, food, and assistance for those in need throughout the year,
- Monthly Food From the Heart dinners for the needy in our community, serving 40 people on average at each meal,
- Harvest Home ministry to provide Thanksgiving food baskets and monetary gifts to those in need,
- College scholarship assistance for students attending Christian colleges,
- Angel Tree Christmas gift-giving to provide gifts for children from needy families in our community.

Mothers of Preschoolers (MOPS)

A key priority of our Women's ministry is the Mothers of Preschoolers program. The purpose of MOPS is to encourage and equip mothers of young children to realize their potential as mothers, women, and leaders in relationship with Jesus. With approximately 70% of the participants from outside our congregation, MOPS provides a friendly, relaxing, and fun venue for evangelism and outreach.

MISSIONS

Believing that the work of outreach goes beyond our local community to the ends of the earth, we financially and prayerfully support missionaries who are involved in spreading the good news of Christ and starting new churches in North America and throughout the world. In 2018, 11% of our operating budget supported Missions, and 13% of our members participated in short- or long-term missions trips.

Short-term missions

Youth mission teams and individual members of our church are encouraged and supported to do the work of spreading the good news for a week, a summer, or a year. Sometimes these short-term projects take place within the United States, while others reach people in foreign countries.

Long-term missions

Our church supports a number of full-time, career missionaries serving throughout the globe with our denomination's organization Mission To the World. Other supported organizations serving in the Philadelphia area include Whosoever Gospel Mission, Church without Walls, International Students, Inc., and Reformed University Fellowship.

KEY CHALLENGES

As we search for a Lead Pastor, we view this time of transition as an opportunity to re-evaluate the challenges our church faces as we work together to address them. While LPC has a strong commitment to sound doctrine, God-glorifying worship, relevant ministries, financial stability, and beautiful facilities, we strive to address challenges in 4 key areas:

- Building meaningful connections between church members and the local community, so that effective evangelism can bring new people to faith.
- Attracting families with youth and teenagers to achieve a healthier and more sustainable age demographic in our congregation.
- Developing new ministry leaders among our membership, teaching them to serve for God's glory from their identity in Christ.
- Providing consistent pastoral care for all members of the congregation.

SUNDAY SCHEDULE

Sunday mornings begin at 9:15 a.m. with Sunday School for ages 3 through adult. A coffee fellowship is held between Sunday school and corporate worship, which begins at 10:30 a.m. Our worship services regularly include contemporary and traditional music as well as prayer, responsive reading, offering, and preaching of the Word. Children, age 4 through grade 2, enjoy a children's sermon and afterwards are dismissed for Junior Church. Junior Church allows young children to experience corporate worship and benefit from an instruction time that is tailored for their age level. We take communion 6 times per year and perform baptisms as needed.

Our worship center is currently at 80% capacity with a single Sunday service. A second service may be needed as attendance grows.

A nursery is provided during Sunday school and morning worship. We have a written safe-child policy, so that our nursery is a place where children and their parents feel comfortable. There is also a private area for nursing mothers.

At 5:30 p.m. evening groups meet, including Small Groups and Youth Group.

(Job Description below)

Lead Pastor

Lansdale Presbyterian Church (LPC) is a congregation of the Presbyterian Church in America with a vision to gather a community to live for Christ. We express how we seek to live out our vision through four key strategies: *Encourage, Grow, Equip, Go*.

The responsibility of the Lead Pastor is to provide leadership and oversight for the preaching ministry, outreach initiatives, and the strategic planning for LPC.

The Lead Pastor takes a team approach with all staff members (paid and unpaid) and with all ministry groups and leaders of the church to lead the execution of the LPC Strategic Plan, increase the outreach of the church to people residing in the Bux/Mont area and oversee the general operations of the Church including staffing, ministry goals, and regular staff reviews. The Lead Pastor is accountable to the Session and to the congregation who calls him.

Role Attributes:

- Visionary leader who thinks strategically and can motivate others into action
- Engaging Communicator who can attract and inspire a multi-generational and multi-ethnic congregation and possesses skill to communicate publicly and interpersonally
- Servant Leader who has a passion to reach the congregation and those outside the church with the Gospel Story and the whole counsel of God with truth and humility
- Evangelist and Apologist who can grow the love for evangelism and lead the congregation in reaching others for Christ
- Ability to prioritize and delegate activities and tasks to ensure focus and execution that aligns with the LPC Strategic Plan
- Ability to recruit, develop, and retain volunteers and lay people to expand our reach into the local Bux/Mont community and the world

Responsibilities:

1. Strategic Planning: Lead the ongoing strategic planning process ensuring alignment with the vision
2. Vision Casting: Lead the messaging and adoption of the LPC Strategic Plan
 - Oversee Church Publications: Ensure messaging alignment and continuity with strategic initiatives and where appropriate provide special content
 - Congregational Meetings: Moderate, organize, and lead annual meetings and town halls
3. Worship and Preaching Leadership:
 - Provide primary stewardship of the pulpit approximately 60% of the year and oversee pulpit fill
 - Provide leadership to regular and special worship and prayer events to ensure alignment of the worship service and integrity to Scripture, working together with the worship committee
 - Provide cross organization communication leadership to supporting ministry teams
 - Provide insight to required music to support sermon themes as well as provide theological insight to the Music Ministry
4. Outreach:
 - Ensure an outreach focus within all LPC ministries
 - Champion missions (overseas and local) and local community engagement
 - Extend welcome and hospitality to those new to LPC

5. Church Leadership:

- Leadership (Officer) Development: Lead the regular and special training and development for the Elders and Deacons. Recruit, retain, and develop new church officer candidates
- Session Moderator: Organize regular monthly and special Session meetings
- Staff Review and Development: Support, celebrate, develop, and assess capacity and performance goals for ministry leaders on a regular and annual basis. Encourage and mentor seminary interns
- Building and Grounds: Oversee the Building and Grounds Ministry to ensure campus image and safety
- Finance and Budget: Oversee the regular operations of the Finance Committee to ensure accountability and understanding of ministry operations, expense variances, and reporting
- Teach: Teach classes and facilitate workshops with an apologetic and outreach focus
- Special Events: Perform Marriages, Funerals, Baptisms and outreach events

Experience:

- Greater than 5 years leadership experience in a local church
- Currently preaching, enjoys it, and does it well
- Reaching the unchurched and leading others to Christ
- Discipling, and especially encouraging, guiding, and inspiring leaders
- Strategic planning in a church or ministry setting
- Reaching diverse congregants especially generational, socio-economic, and ethnic diversity
- People and ministry leadership and management

Credentials:

- MDiv or equivalent from an accredited seminary
- Ordained PCA teaching elder or ordainable in the PCA
- Married (preferred)