



**Concord Presbyterian Church (PCA)
338 Covington Drive
Waterloo, Illinois 62298**

Phone: 618-939-7116

Email: concordwaterloosearchcommittee@gmail.com

Website: concordwaterloo.org

Position Available: Senior Pastor

Salary: Negotiable, commensurate with experience

PCA Presbytery: Illiana

Type of Community: Lovely small town in the St. Louis metropolitan area with a growing and architecturally interesting downtown area; excellent Christian (K-5) and public schools, as well as a county homeschool co-op; large public library; hiking, biking, family-friendly parks, skate park, three public golf courses, two public tennis court facilities, and a YMCA are available for family recreation

Church Staff: Interim Senior Pastor, Shepherding Ministries Coordinator, Education & Outreach Coordinator, Administrative Assistant, Youth Ministry Intern

Membership: 115 members

Congregational Attendance:

Adults over 65: 65

Adults under 65: 50

Teens: 8

Children: 8

Annual Financial Information:

Total Income: \$269,612

Benevolent Disbursements: \$45,950

Church Expenses: \$143,662 (The church has no mortgage debt or debt payments other than a credit card that is paid in full each month.)

Programs & Outreach:

Men's Bible Study

Women's Bible Studies

Youth Group

Nursing Home Ministry

Weekly Public Food Pantry

Church Choir

Summer VBS

Annual Summer Picnic

Fall Festival

Community Pumpkin Fest

Christmas VBS

Christmas Parade & Caroling
Valentine Banquet
Good Friday Cantata
Resurrection Egg Hunt
Easter Sunrise Service & Breakfast
Father-Daughter Banquet
Daycare Outreach Programs
Belize Mission Trips
Disaster Assistance Mission Trips (when needed)

Qualifications & Gifts for the Position

Concord is seeking a Senior Pastor who is gifted in the areas of preaching God's Word, congregational visitation, church administration, counseling, teaching, and discipleship. We are praying for a shepherd who will become a part of our close-knit flock, who is emotionally available and willing to work alongside us (even in our weaknesses) as we seek to be "salt and light" to each other and to our community.

Our church recently conducted a random survey of 30 of our members to determine what our membership "looks like". We thought the results were largely indicative of who we are and may give our candidates more information to guide their application decisions. The survey said that Concord is an:

- **Organizer Church**- These churches tend to take a solid, educationally-based approach to ministry that enables them to establish quality programs that appropriately challenge people with the eternal truths of the gospel. Driven by their values of loyalty and faithfulness, these churches take seriously their responsibilities to their children, marriages, and jobs. Organizer churches appreciate and encourage program changes that are supported by data and cautious analysis, but dislike alterations that are done only to "shake things up". They focus on accomplishing goals and tasks with excellence, efficiency, and competence and appreciate steadiness and predictability.
- **Fellowship Church**- These churches are gifted at helping and serving, so they develop well-organized ministries that are coordinated in working toward better lives spiritually, socially and physically for themselves and their community. Conscientious and hard-working in their ministries, they are eager and willing to be involved in one another's lives and in the community through their gifts of service. Transitions and change are stressful for fellowship churches. Their ministries tend to focus on mercy and children. Small groups work well in these churches. These churches do not chase rainbows and always balance budgets, because they place a high priority on financial responsibility. They are super-dependable, but never happy serving in situations where the plans are constantly changing. Traditions and the conservation of resources are valued. They don't rush into things. Fellowship churches follow leaders who lead by example and want their leaders working alongside them.

If you are interested in this position, or would like more information, please contact us! We would love to hear from you.

Sincerely,
The Concord Presbyterian Pastoral Search Committee