



Church Information Form

First Presbyterian Church – Reading, PA

May, 2016

First Presbyterian Church of Reading, Pennsylvania is seeking a candidate who senses the call of God to fill the full-time position of Senior Pastor – Staff Leader. FPC Reading celebrated its 200th anniversary of glorifying God and serving Christ in 2014. This historic city's streets were originally laid out by William Penn and it is situated 60 miles northwest of Philadelphia. Reading is Pennsylvania's 5th largest city. Our congregation is multi-generational group of about 290 members with average attendance of 125 on Sunday. We are presently in transition in three core areas: change of denomination, pastor search and change of location.

We seek a candidate who is: theologically evangelical and reformed, personable and approachable, family-oriented, exhibits a positive attitude, and loves the Lord Jesus Christ.

An exceptional candidate will have a proven history in the following specific areas:

1. Emotional and Relationship Intelligence
 - a. Invests in the lives of the congregation;
 - b. Positive team building with both staff and boards;
 - c. Engages and becomes involved in the community as a representative voice of the church;
2. Preaching/Teaching
 - a. Preaches truth of God's Word with clarity and application for daily living;
 - b. Uses preaching styles (expository and/or topical) necessary to reach the congregation given the circumstances we may be experiencing;
 - c. Uses passionate, effective, preaching and teaching skills that exhibit a depth of scriptural knowledge guided by the Spirit of God;
3. Leadership
 - a. Proven experience in successfully leading transformational change;
 - b. Will construct a clear and compelling vision that aligns with our core values;
 - c. Has a passion for leading the congregation;
 - d. Will motivate and build up leaders in the church;
 - e. Is willing to engage a difficult situation with sensitivity and Christian love;
 - f. Will hire, lead, motivate and evaluate staff performance;
 - g. Demonstrates an awareness of present culture; and
 - h. Courage and determination to lead a congregation to health and effectiveness.

Our complete Church Information Form (CIF) may be found on the web site, www.fpcreading.org and qualified candidates should follow the instructions to contact Mrs. Jan Roland.



The Pastor Nominating Committee (PNC) of First Presbyterian Church – Reading, PA is conducting a search for our next Senior Pastor – Staff Leader. This Church Information Form (CIF) conveys specific information about our church as well as the qualities we seek in a candidate to fill the position of Senior Pastor.

Members of the PNC are:

David Barrell	Allen Moyer, Vice Chair
Don Bertram	Louise Reynolds
Pam Ferder	Jan Roland, Chair
Audrey Hills	Douglas Shuey
Rebecca Hollenbach	Virginia Thomas
Alan Marsdale	

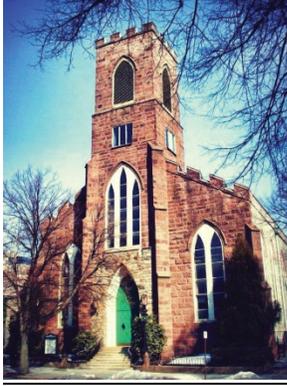
For inquiries from interested candidates please contact Jan Roland at 610-670-2012 or Allen Moyer at 610-929-4017. Resume/CV may be emailed to jrroland@comcast.net

First Presbyterian Church

37 S. 5th Street

Reading, PA. 19602

PLEASE NOTE: All communication will be conducted in strict confidences.



QUICK FACTS

FPC Reading celebrated its 200th anniversary of glorifying God and serving Christ in 2014. Our church occupies an urban location in the heart of the city of Reading - Pennsylvania's 5th largest city with a population of about 90,000.

Currently we have approximately 290 members with an average weekly attendance of 125. Our Sunday activities are as follows:

- 9:00am to 9:30am Celebration/Praise
- 9:30am to 10:30am Worship Service/Children's Church
- 10:30am to 10:45am Coffee/Fellowship
- 10:45am to 11:45am Education Hour for all ages
- We support Emmanuel Christian Fellowship (a Hispanic congregation)

Ministry strengths are most evident in the following areas:

- Adult Education
- Christ-Centered Culture
- Missions
- Music
- Prayer

Financial Highlights:

- Budget for 2015: \$693,152
- Endowments with value of approximately \$3.3MM

Current Challenges & Opportunities:

- Denominational Affiliation
 - Negotiating gracious dismissal from PCUSA – Lehigh Presbytery
 - New affiliation with ECO
- Location – from urban to suburban



Vision/Mission/Values

Vision:

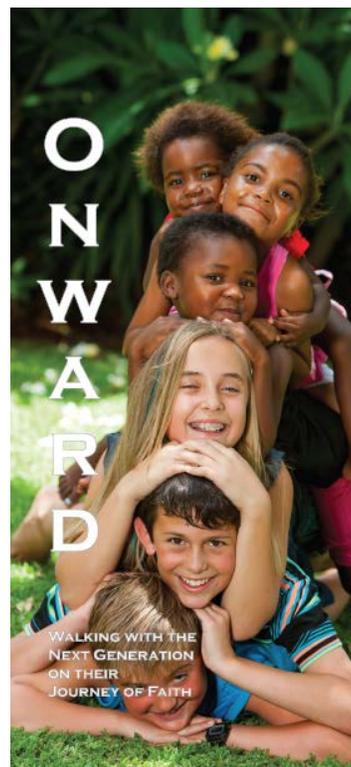
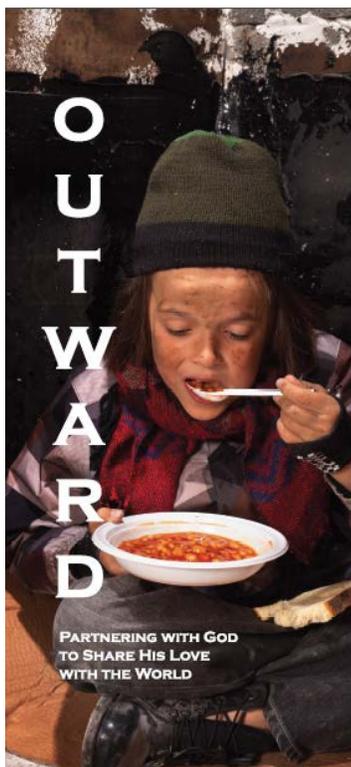
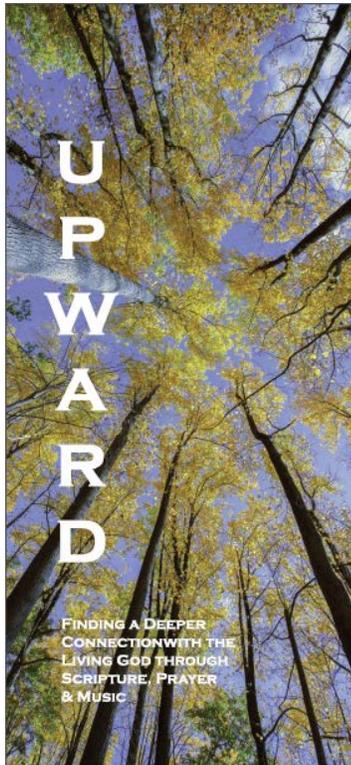
“First Presbyterian Church seeks to be a multi-generational community of authentic followers of Jesus who are committed to transforming lives in the Reading region.”

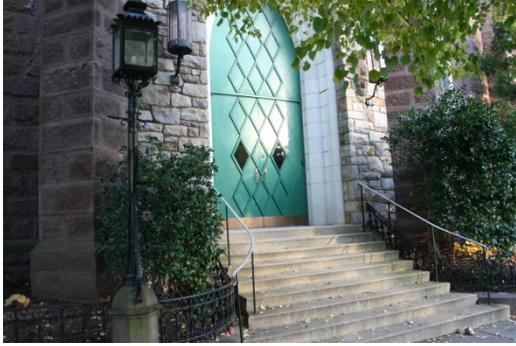
Adopted by the FPC Session in 2009

Mission:

“First Presbyterian Church exists to proclaim the Gospel in order to transform lives and to demonstrate Christian living to impact the world for the cause of Christ.”

Core Values: With a focus on engaging our people in ministry with the unconnected our core values are depicted below.





Our Church

Profile of our Church

First Presbyterian Church
37 S. 5th Street
Reading, PA 19602
610-375-3389

www.fpcreading.org

Membership - During the last five years membership and attendance has steadily declined.

	Membership	Attendance
2011	415	168
2012	412	141
2013	362	140
2014	355	135
2015	286	125

Annual budget

2011	\$632,858
2012	\$538,482
2013	\$565,102
2014	\$584,626
2015	\$693,152
2016	\$635,683

Church Demographics (from survey December 2013)

Age – 12% younger than 18; 10% 18-30; 52% 31-65; 26% over 65

Over 90% of regular church attendees are involved in one or more church activities

75% of the congregation is married

76% of the congregation has a college degree

55% of the congregation have incomes over \$100,000

34% of the congregation drive more than 7 miles to attend church

51% of the congregation comes from W/NW/SW of the city

City Demographics (from Lehigh Presbytery Windshield Study)

Race/Ethnicity – 54% Hispanic/Latino

33% White

10% Black

1% Asian

2% Other

Average income per household is \$39,400

Single parent households exceed those of couples with children – 7,200 vs. 4,600

Education levels – Less than 9th grade 34%; High school diploma 35%; Higher education 31%

Employment is divided into 55% blue collar vs. 45% white collar

Staff that serves our Church

Senior Pastor – Rev. Dr. David Watson (Interim Pastor)

Visitation Minister – Rev. Rick Hampton

Director of Congregational Life – Pam Bush

Director of Youth Ministries – Douglas Shuey (Interim)

Director of Children's Ministry – Michael Wehn

Director of Music – David Wagner

Office Manager & Bookkeeper – Kim-Marie Coon

Leadership that serves our Church

Session – There are 12 elected members, the governing body of the church, responsible for the spiritual welfare of the congregation, and the oversight of all church ministries.

Deacons – There are 13 elected deacons serving 11 parish groups of our church membership by ministering to their physical and spiritual needs.

Trustees – There are 12 elected members who are responsible for budget preparation, distribution of funds, and the maintenance of our facilities.

Key Ministries of our Church

Youth Ministry

- Youth Impact is a Sunday School forum for our youth to learn what it means to follow Christ in today's world.
- Each year our church sponsors a special mission trip primarily for our youth – These trips vary between domestic and foreign – An average of 25 young people and adults have participated in each trip – Fundraising for each trip is done throughout the church year which engages the congregation in support of these trips
- Young people are encouraged to participate in a quarterly service project with city organizations that are supported by our mission outreach budget

Children's Ministry

- Programs in this ministry are based on well-grounded biblical principles
- Volunteers nurture the children and teach about Godly principles and ways they can live for Christ
- Each month is devoted to a specific theme that enhances the Bible lessons
- Church holidays are celebrated with special activities

Adult Ministry

- We have a strong adult Sunday School program that offers a variety of topics, often in 4 to 6 week segments
- Courses are taught by members of the congregation or by guest speakers, including local seminary instructors – Other courses are video-based programs by well-known Christian speakers and authors
- We have active small group Bible studies that are held throughout the year for both men and women conducted both on and off-site
- There is a popular women's Christmas brunch, "Holly and Ivy" that is held annually – This is an outreach program that typically has over 100 women attending
- The men also conduct an annual Advent breakfast

- For several years our church has conducted a fall flea market in the adjacent parking lot – This is an outreach program where hundreds of items are donated throughout the year and then sold for pennies on the dollar to area residents
- The Young at Heart program, a seniors' ministry, features programs and a lunch monthly from September to May

Prayer Ministry

- FPC is a praying church and a strong emphasis is placed on the power of prayer
- There are four distinct prayer ministries:
 - The Prayer Chain – designed for emergency/crisis situation in our families or those close to us
 - The Prayer and Healing Team – responds to requests for prayer and also offers prayer in homes or hospitals – also the laying on of hands and anointing with oil are offered
 - The House of Prayer – prays with people after Sunday worship services and leads corporate prayer time in the church
 - Praying Moms – prayer ministry that meets in members' homes twice a month to offer prayers for member's children and grandchildren

Music Ministry

- There are three music ministry groups:
 - The church choir presents traditional church music together with organ and instrumental soloists – The choir occasionally presents Christmas and/or Easter cantatas
 - Our Praise Team, developed in the 1990's, is a group of singers and instrumentalists that presents praise music each Sunday morning
 - The handbell choir plays monthly in our worship service

Missions Ministry

- The Mission's budget supports four areas:
 - Church planting and support – 20%
 - Developing indigenous discipleship – 19%
 - Fighting poverty – 23%
 - Children and family ministry – 15%
 - The remaining 23% is allocated for adjunct support
- Mission communications are shared regularly with the congregation – Occasional visits from our supported missionaries keep the congregation in touch regarding updates and status
- Local missions support includes: Opportunity House (Homeless Shelter), Bridge of Hope (Single Mother Support), Wisdom 31 (ESL Support), Mercy Crisis Pregnancy Center, Freedom Gate (Prison Ministry), and a local soup kitchen

- A new program is underway with the Salvation Army to assist with an after-school program for tutoring and mentoring
- The church is currently exploring ministry support of a local Habitat for Humanity project

Financial Picture of our Church

Income & Expenses for 2015 – Budget of \$693, 152

Income Sources:

65% Pledges; 16% Non-pledge regular giving; 1% Plate offering; 12% Unrestricted investment income; 6% Restricted investment income

Expense Allocation:

49% Staff; 2% Worship; 25% Property; 17% Missions; 2% Christian Education

Budget for 2016 - \$635,683

Brief History of our Church Heritage

In 1812, a Reading banker named John McKnight, envisioned a Presbyterian church that offered sermons in English, not German, which was the predominant language in the existing churches. He engaged the interest of John Ferguson Grier who established a congregation in 1814 by the Presbytery of New Castle. The young congregation met in the Old Academy, a school where John Grier taught.

Grier became ordained and served as pastor. After nine years the congregation built a church that became known as the The Old White Church, officially First English Presbyterian Church. This small church could fit entirely into the existing sanctuary today.

In 1829 First Presbyterian helped establish Washington Presbyterian Church as a place of worship for African-Americans. This church continues to be one of the mission outreach programs we support.

For a brief period from January to May 1829, Rev. Charles C. Finney, famous reformer, served as supply pastor following the untimely death of Rev. Grier.

The Rev. Dr. Elias Richards led the way to the construction of the present stone church, modeled after churches in New York City. It was completed in 1848.

Significant renovations occurred in 1948, 1956, and 1964.

Our Present Challenges

- Denominational Affiliation

- First Presbyterian Church is in the midst of gracious separation with the PCUSA and the Lehigh Presbytery. While much work has been done on the part of both the church and the presbytery, there remain separation conditions that are being negotiated between both parties. We hope to gain presbytery approval in the near future.
- We engaged in establishing a relationship with the Covenant Order of Evangelical Presbyterians (ECO). This new denomination was born out of the tradition of the PCUSA. We have been approved for entry into ECO pending successful separation from the PCUSA.
- We continue to walk this path in thoughtful discernment and mutual respect for one another, always guided by the Holy Spirit of God.
- Physical Location
 - The stark reality our church faces is the disparity in the makeup of our congregation and the community surrounding the physical location of our church. This situation has existed for many years. We have increased initiatives with the Salvation Army, located just a few blocks from the church.
 - Our church recently approved a recommendation that we move the church to a suburban location.
 - It is our intent to continue our ministries in the city of Reading as well as expanding those ministries to the surrounding area.



Our Senior Pastor

Who we seek...

First Presbyterian Church is seeking a candidate who senses the call of God to fill the permanent position of **Senior Pastor – Staff Leader**.

The traits we seek are that he/she is: theologically evangelical and reformed, personable and approachable, family-oriented, exhibits a positive attitude, and loves the Lord Jesus Christ.

Along with these general criteria we seek an individual who is competent in the following specific areas:

1. Relational
 - a. Invests in the lives of the congregation
 - b. Interfaces with the staff to build a team environment
 - c. Aligns with church leadership on vision/mission/core values
 - d. Engages and becomes involved in the community as a representative voice of the church
2. Preaching/Teaching
 - a. Preaches truth of God's Word with clarity and application for daily living.
 - b. Uses preaching styles (expository and/or topical) necessary to reach the congregation given the circumstances we may be experiencing.
 - c. Uses passionate, effective, preaching and teaching skills that exhibit a depth of scriptural knowledge guided by the Spirit of God
3. Leadership
 - a. Uses leadership skills to direct congregation and staff through our immediate and future challenges;
 - b. Will construct a clear and compelling vision that aligns with our core values;
 - c. Has a shepherd's heart for the church;
 - d. Will motivate and build up leaders in the church;
 - e. Is willing to engage a difficult situation with sensitivity and Christian love;
 - f. Will lead, motivate and evaluate staff performance;

How we will conduct our evaluation:

1. Resume/CV review – Every member of the PNC will personally review every resume/CV received from every candidate. A rubric will be used to measure content and impressions.
2. If additional materials are included with a resume/CV (i.e. sermon recordings) a different rubric may be applied to evaluate those separate materials.
3. Interviews will be conducted (phone and/or face-to-face) with PNC members.
4. Final deliberations will be conducted requiring a unanimous decision by the PNC
5. All candidates will be contacted regarding our decision

How we support...

- a. PNC
Commit for one year to be available to walk with and support the senior pastor and his/her family in adjusting to a new church and community
- b. Personnel Committee
 - i. Review performance of senior pastor and staff
 - ii. Check the morale of staff
 - iii. Aid with issues and concerns
- c. Prayer ministry
The Prayer Team will pray for the senior pastor and his family

How to apply...

Please send a resume, a statement of faith, and a sermon sample (if available) to:

Mrs. Jan Roland,
2901 Cotswold Road
Sinking Spring, PA 19608.

Or call her at 484-769-4848 with any questions.



Summary

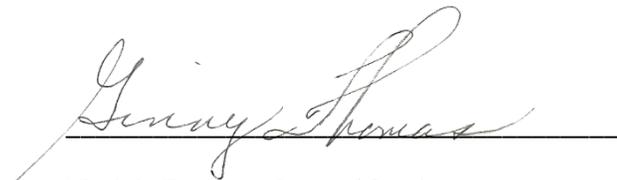
A final word from our Interim Senior Pastor, Dr. David Watson

“Over the past several years that I have served this dear congregation as their Interim Senior Pastor, I have been impressed with the fact that they are Christ-centered, grace-filled, and Spirit-empowered. They are serious students of Scripture with a desire to communicate this Good News to others. They have weathered storms and embraced change. And above all, they have never wavered in their conviction that obedience to Jesus Christ always brings blessing!

First Presbyterian Church of Reading, PA, has a bright and promising future. Whomever the Lord calls to serve as the next installed Senior Pastor, he or she will find a congregation firmly rooted in Christ and His love, as they excitedly look forward to a future of growth and blessing in Him.”

This Church Information Form (CIF) for First Presbyterian Church, Reading, PA is respectfully submitted
May, 2016.

“To God be the Glory!”

A handwritten signature in cursive script, appearing to read "Virginia Thomas", written over a horizontal line.

Virginia Thomas, Clerk of Session

A handwritten signature in cursive script, appearing to read "Jan Roland", written over a horizontal line.

Jan Roland, PNC Chair

Note: Much of the content of this Church Information Form is taken from the FPC Mission Study Report completed in 2015, which is available upon request.

Pastoral Candidates
Check References
Authorization Form

I authorize First Presbyterian Church located in Reading, Pennsylvania to contact references on my resume and others who may know of my qualifications for ministry (including full background check). Further, I authorize any person, school, past employer(s) and organization(s) who might know my qualifications for ministry to provide First Presbyterian Church with relevant information and opinion that may be useful to First Presbyterian Church in making a decision about considering me as a candidate for a ministry position at First Presbyterian church. I, hereby, release such persons and organizations from any legal liability in providing such information and opinions.

Signature _____

Date _____