Like a strong oak, Bonhomme Presbyterian Church has been growing in the West County of St. Louis, Missouri, for over 200 years. Just as a single tree is made up of many different parts, so we are a single body made up of many members. Every tree gets its nourishment from its roots. We get our spiritual nourishment as a church within our core ministries of Spiritual Formation and Worship. Our life branches out through the two strong arms of Evangelism and Missions as we serve our community, our city and our world.

Bonhomme Presbyterian Church is the “Church of the Pioneers.” We have a rich heritage of preaching, teaching, and healing as we meet challenges with prayerful deliberation and determination. We know God, grow in the faith, and go to make disciples of Jesus.
At Bonhomme we are:

- affiliated with the Covenant Order of Evangelical Presbyterians – ECO
- emphasizing the goal of making disciples of Jesus Christ
- a multi-generational congregation with 1424 covenant partners with an average weekly attendance of 596
- dedicated to reaching our goal of becoming a flourishing church with a weekly worship attendance of 800+
- highly committed covenant partners as evidenced by worship attendance, volunteering and giving
- strong in Biblical knowledge with a hearty appreciation for continuing education centered on depth and wisdom
- faithful attendees at adult spiritual formation classes, often taught by pastors
- as a group, people who have an openness for dialogue and change, and as a congregation, we are unwilling to sit in stagnation
At Bonhomme we are:

- invested in growing our children’s and student ministry programs through confirmation, Sunday classes, confirmands’ retreat, mission trips, Vacation Bible School and student fellowship activities

- strengthening our community care ministry that sustains the congregation through prayer and a variety of support groups

- committed to music ministry — chancel choir, children’s choir, youth choir, two bell choirs, and twice-yearly orchestra-supported choral concerts

- blessed with a staff of 27 that includes three ordained pastors and a minister

- strategically guided by a session of twelve ruling elders and the pastoral team

- faithfully led and supported by 36 deacons who serve as the hands and feet of the ministries

- home to a thriving Pre-school and Kids Day Out program with 169 children ages 6 months through Pre-Kindergarten and a staff of 30

- strong supporters of Alpha Programs: AlphaLive, DayAlpha, Alpha Marriage, Alpha Parenting and Alpha Bible study

- extending our reach beyond Bonhomme by being highly committed to our local and global mission partners, including:
  - Samaritan’s Purse – hosted a young student from Bolivia who was in St. Louis for heart surgery
  - Bridge Bread – weekly bread sales on Sundays, to support formerly homeless individuals
  - Isaiah 58 – food and clothing items for local missional work
  - El Centro Integral, a Honduran Christian orphanage – mission trips and financial support
We celebrated our Bicentennial (1816-2016) by:

- holding two off-site worship services accommodating the entire congregation
- hosting the community at our “Taste of Bonhomme”
- renovating the Old Stone Church and cemetery
- publishing a 106-page history, Bonhomme Presbyterian Church, 1816-2016
- installing an oversized illustrated mural timeline of our 200 year history the length of the education wing hallway
- ordaining in ECO, Bonhomme’s associate pastor whose role is to plant churches
- welcoming new Covenant Partners via our Discover Bonhomme program
- organizing small groups, emphasizing Bible study, fellowship, and service
- hosting, as a regional satellite, the Willow Creek Association Global Leadership Summit for the fourth year
- constructing a Rec/Plex adjacent to the church with a playing field, natural amphitheater, Sport Court, and a walking path around the perimeter
- employing ECO consultants to conduct and analyze a comprehensive all-church survey which is providing a framework for Vision 2020

Give thanks to the Lord, call on His name, make known among the nations what He has done.

Psalms 105:1
God knows who our next Senior Pastor will be, do you?

Bonhomme’s Senior Pastor of 20 years retired in 2016 to teach at Gordon-Conwell Seminary shortly after the commencement of our 200th anniversary. We knew this was the perfect time to assess our beloved church. Bonhomme hired ECO consultants to help define where we are, where we are heading and the leadership required to follow God’s call for the next 200 years. The results are in. Our hopes are high. The Bonhomme Session and Pastor Nominating Committee are ready to begin the search process for our next Senior Pastor.

**Bonhomme’s Senior Pastor will:**

- Possess God’s heart, which clearly illustrates a love for His people
  - Strong personal faith and identity in Christ
  - Warm and caring, empathetic and compassionate
  - Joyful

- Be a dynamic, passionate leader
  - Excellent people skills
  - High emotional intelligence

- Be a change leader
  - Well-versed in transition and ‘growing pains’
  - Maintains a positive attitude and approach

*Then I will give you shepherds after my own heart, who will lead you with knowledge and understanding.*

Jeremiah 3:15
Bonhomme’s Senior Pastor will:

• Help embrace and lead Vision 2020 based on Bonhomme’s strengths and challenges:
  o Strengths – 200 year history, active adult participation in spiritual formation and growth groups, engaged congregation with many lay leaders
  o Challenges – Meeting the needs of young families, address lack of growth in worship attendance, more focus on making disciples who go and serve

• Lead Bonhomme to a weekly worship attendance of 800+

• Embrace church planting as a crucial strategy to fulfill the Great Commission

• Love to preach and teach
  o Keen ability to make the Bible applicable
  o Passionate and inspirational in both the classroom and pulpit
  o Communicate in a clear and engaging manner
  o Ability to reach the head and heart

• Spearhead leadership development
  o Empower lay leaders
  o Model and advocate for the professional and personal development of staff

• Be a visionary
  o Embody a new mission statement which focuses on active discipleship and mission
  o Set a course to help multiply the fruits of the spirit throughout the congregation and beyond
We are a suburban, multi-generational congregation, enthusiastic and ready to move forward in God’s plan, wherever He may lead us. From our founding 200 years ago by a circuit riding Presbyterian pastor, we have faith that we shall continue to do His will.

Applications
If you are interested in applying, please submit a PIF/resume via email to the PNC co-chairs Cliff Van Ittersum & Scott Martin at pnc@bonpres.org

The following links can give you more facts and basic information:
Church website bonpres.org
ECO Website ECO-pres.org
Candidate website pncbonpres.org
St. Louis Attractions explorestlouis.com

... pray continually; give thanks in all circumstances, for this is God’s will for you in Christ Jesus.
1 Thessalonians 5:17-18

Bonhomme is located on a hill in former farmland in Chesterfield, Missouri, a city of 48,000. It is easily accessible from surrounding communities and is 25 miles from downtown St. Louis. According to US News & World Report, nearby public schools in the Rockwood and Parkway School Districts are ranked in the top 10 in Missouri. The region’s community college district and universities offer a variety of education opportunities.
Bonhomme Presbyterian Church
14820 Conway Rd.
Chesterfield, Missouri, 63017
Phone: 636-532-3486
Website: bonpres.org

Traditional Services: Sunday at 8:30 a.m. and 11 a.m.
Contemporary Service: Sunday at 11 a.m.
Spiritual formation classes: Sunday for all ages 9:45 to 10:45 a.m.

There is no human life that is off limits to the claiming of God.
ECO Essential Tenets

QUICK STATS

ESTABLISHED: 1816
Joined ECO -2015
ECO Presbytery of Mid America

Age of Congregation
19-35  296
36-50  209
51-70  441
71+    393

Ministries: 11
Children’s Christmas event: 90 children

Midweek Bible Studies: 5

Dancing for God’s Children: 66 girls

Average Sunday Morning Attendance
3 services: 596

2016
Baptisms: 16
Confrmands: 15
New Covenant Partners: 67
(including confirmands)

Sunday Spiritual Formation Classes – 2016
Adults: 186 in 4-6 classes
Children 0-10: 116
Youth 11-18: 96

2017 Small Group Participants: 150

Easter egg hunt: 130 kids; 2,250 eggs

2016 VBS: 225 children

High school mission trip: 28

Community groups using the facilities: 16

Mission Programs – Local Partnerships: 15
Mission Partners – Global partnerships: 8

Christmas Eve Attendance at 5 services: 1,343
Easter Attendance at 6 services: 1,389
VISION 2020:
GROWING A FLOURISHING CHURCH
THAT IS BEARING EVEN MORE FRUIT

With great hope and faith, we step forward into our third century.
Jesus said, “Abide in me and you will bear much fruit, for apart from me you can do nothing.” (John 15:4-5) We know that it is only by abiding in Jesus that we have seen much fruit during our first 200 years: we’ve been blessed by God and he’s blessed the world through us.

Jesus also said, “Every branch that bears fruit the Father prunes so that it may bear even more fruit.” (John 15:2) By welcoming all the ways God would shape us and change us in our new century we are confident that we will see even more fruit.

We are thankful for the ways God has blessed us and blessed others through us, but we are not satisfied. We desire even more fruit! We especially desire:

MORE FOCUS
Our mission is to make disciples of Jesus. We want to put that mission at the center of our church life, focusing on making disciples of Jesus.

MORE LOVE
We are a warm and loving family. We want to ensure that everyone here is known, cared for, and welcomed into genuine friendship.

MORE GROWTH
Many guests come through our doors. We want them to find a home here. We want to go out to those who will never come to us.

MORE RELEVANCE
We have excellent teaching. We want our teachers to equip all ages to apply the Word in our daily lives in this quickly changing world.

MORE LEADERSHIP
We have committed leaders. We want to unleash more and more new leaders who know their gifts and use them for God’s kingdom.

VISION 2020: FIRST STEPS

Strengths at the conclusion of our bicentennial year:
+ We are more missional than ever, seeking to be a blessing.
+ There is a steady stream of guests coming through our doors.
+ We are growing biblically strong and knowledgeable.
+ Our Covenant Partners are highly committed.
+ Our denomination focuses on making disciples of Jesus.
+ There is strong enthusiasm and hope for our future.

Challenges and opportunities as we start our third century:
- The culture is changing rapidly around us.
- Our worship attendance has slowly faded for a decade.
- Our multitude of great programs can be difficult to navigate.
- Our senior adults have lost dear leaders in recent years.
- We have no clear pathway to encourage discipleship growth.
- We can better serve our young families on Sunday mornings.

MORE FOCUS
1. Choose a simple, Jesus-centered way to pursue discipleship for all ages.
   (By Summer 2017)
2. Focus so much attention on making disciples that we all know what a disciple looks like and how we can grow as a disciple.
   (Starting Fall 2017)

MORE LOVE
1. Hire an engaging and compassionate Parish Nurse to connect us to the caring ministries of the church.
   (Now Searching)
2. Multiply the number and visibility of small groups connecting us to the vast care we have for one another.
   (Starting Fall 2017)

MORE GROWTH
1. Strengthen our Sunday morning hospitality, making it easier to move from guest to small group or ministry team member.
   (Starting Fall 2017)
2. Plant a Missional Community to reach new people in West County.
   (Planting Fall 2017)

MORE RELEVANCE
1. Add more classes designed to serve specific groups (e.g. Parents' Class, Senior Adults' Group).
   (Starting Spring 2017)
2. Offer a special Children's Message in the children’s area during the sermon portion of the 11:00 a.m. service.
   (Starting September 2017)

MORE LEADERSHIP
1. Hire a new Senior Pastor to lead us forward in achieving VISION 2020.
   (Now Searching)
2. Improve the way we identify and develop leaders, and strengthen our training for all deacons, elders, and staff.
   (Starting Summer 2017)
Position Title: Senior Pastor

Ministry Areas: Head of Staff, Visionary Leadership, Preaching and Teaching

Reports to: Session Status: Exempt - Executive

Direct Reports: Associate Pastors, Associate Minister, Business Manager

Position Description

The Senior Pastor will serve as the Senior Leader of the church, who will be a flourishing disciple of Jesus and the Lead Servant of the church. The Senior Pastor will lead and oversee positive change in the church as Bonhomme continues to pursue fulfillment of the Great Commission as an ECO church that embraces ECO values. Bonhomme’s vision is to become a flourishing church with an average weekly attendance of 800 in worship.

Roles and Responsibilities

Preaching and Teaching:
• The Senior Pastor will love to preach and teach and therefore will eagerly embrace the primary preaching responsibilities in both contemporary and traditional communities by preaching at least 36 weeks per year.
• Bonhomme is a Biblically-literate, multi-generational church; therefore, the Senior Pastor will love Scripture and will sense a clear call to provide rich Biblical preaching that deeply exposit the Biblical text in a way that engages both head and heart and leads toward deeper commitment and personal transformation for people of all ages.
• Adult Spiritual Formation is an important, thriving ministry at Bonhomme; therefore, the Senior Pastor will be enthusiastic about teaching adults.

Head of Staff:
• The Senior Pastor will provide the leadership, direction, and support that the executive team needs to excel.
• The Senior Pastor will be a learning leader who models, and advocates for, the professional and personal development of staff by eagerly spearheading leadership development individually and in teams.
• The Senior Pastor will be the Human Resources leader by taking the lead in all staff-related HR issues, and working collaboratively with the business manager and the HR commission in such areas as hiring, firing, and compensation and conducting annual reviews.
• The Senior Pastor will eagerly spearhead Leadership Development among staff, and, therefore, will be committed to develop the staff as individuals and in teams.
• While explicit church planting experience is not a requirement, the Senior Pastor will be convinced that church planting is a crucial strategy for fulfilling the Great Commission and, therefore, will enthusiastically partner with the Associate Pastor of Church Planting.
• The Senior Pastor will be convinced that community life in community groups is a crucial strategy for fulfilling the Great Commission, and, therefore, will eagerly partner with the Associate Minister of Community Care.
• In light of Bonhomme’s strong Traditional and Contemporary Worship communities, the Senior Pastor will be convinced that unity in (worshiping) diversity is crucial to fulfilling the Great Commission and, therefore, will eagerly partner with the Directors of Worship of both the traditional and contemporary communities.
• The Senior Pastor will be convinced that Session’s role is to lead at the “highest” levels of discernment and will have explicit competencies in leading teams at this level.

Casting Vision, Developing Culture:
• The Senior Pastor will keep a focused and current vision before the congregation, ensuring that the vision guides and inspires the congregation to pursue fulfillment of the Great Commission.
• The Senior Pastor will provide strategic leadership in facilitating change and, therefore, will explicitly support programs that are crucial to the church’s vision and mission.
• The Session has embraced the goal of growing to (and beyond) an average weekly worship attendance of 800; therefore, the Senior Pastor will be an excellent vision developer and communicator and will spearhead the vision-casting for current primary initiatives of the church, including:
  • A comprehensive alignment around a Discipleship Pathway that orients every ministry of the church
  • A comprehensive Leadership Pipeline that promotes and develops flourishing leaders to serve both within and outside the church
• The Senior Pastor will be an active disciple of Jesus who multiplies disciples and consequently will be equipped to develop a primary culture of discipleship that produces personal transformation.
• The Senior Pastor will provide visionary leadership that inspires the congregation to engage in missional endeavors outside the walls of the building and will model such behavior through active participation.
• The Senior Pastor will lead the way as Bonhomme strives to become a flourishing church as described by ECO’s 5 Shifts, including:
  • From Clergy-Centered to Unleashed Laity
  • From Safety and Preservation to Risk-Taking and Expansion
  • From Homogeneous Leadership to Preparing all God’s People
  • From Attractional to Missional AND Attractional
  • From Addition/Subtraction to Multiplication Mindset
Lead Elders:
• The Senior Pastor will serve as Moderator of the Session meetings including planning and developing agendas.
• The Senior Pastor will provide training that equips Elders as spiritual leaders of the church.

Engage the Community:
• The Senior Pastor will make friends easily with leaders in the community.
• The Senior Pastor will serve as the primary public representative of Bonhomme by spending time in public forums and building relationships with civic and community organizations.

Other:
• The Senior Pastor will serve as staff liaison to the Board of Directors.
• The Senior Pastor will serve as advisor to Search Committees to offer consultation and ensure that proper steps have been taken before offers are made.

Qualifications
• Evident disciple of Jesus Christ
• Highly emotionally intelligent
• Excellent teammate
• Personable
• Minimum of Master of Divinity degree
• Ordained, or immediately “ordainable,” in ECO
• Evidence of a call and demonstrable gifts in strategic church leadership
BONHOMME PRESBYTERIAN CHURCH

Position Title: Senior Pastor

Ministry Areas: Head of Staff, Visionary Leadership, Preaching and Teaching

Reports to: Session

Status: Exempt - Executive

Direct Reports:
- Associate Pastor #1
- Associate Pastor #2
- Associate Minister
- Business Manager

Position Description

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- Excellent teammate
- Personable
- Minimum of Master of Divinity degree
- Ordained, or immediately “ordainable,” in ECO
- Evidence of a call and demonstrable gifts in strategic church leadership
God knows who our next Sr. Pastor will be, do you?

- Bonhomme’s Sr. Pastor of 20 years retired in 2016 to teach at Gordon-Conwell Seminary in his hometown of Boston. Since then Bonhomme hired a consultant to help define where we are, where we are heading and the leadership required. Those results have been reviewed by Session and The PNC team and we are ready to begin the search process.

Bonhomme’s Sr. Pastor will...

- Possess God’s heart, create and then cast vision to build upon our strengths (200 year history, Active adult participation in spiritual formation and growth groups) while overcoming the many hurdles today (Ability to attract young adults and their families, form committed disciples who will then go and serve).
- Ultimately lead Bonhomme’s pursuit to fulfill the Great Commision as an ECO church body becoming a church of 800+ weekly covenant partners/attenders
- Embrace the idea that church planting is a crucial strategy to fulfill the Great Commission
- Love to Preach and Teach and will embrace being in the pulpit and classroom
- Spearhead Leadership Development who models and advocates for the professional and personal development of staff

- Visionary
- Our mission over the past 10 years “Bonhomme...Where Faith Grows” will soon be replaced with one that focuses on active discipleship and mission

- Realistically embrace both our strengths (Rich history, % of adults who regularly attend spiritual formation/small groups, an actively engaged congregation with lay leaders) and our challenges (Ability to attract and disciple young families, declining student and youth involvement and a drop in average weekly worshipers) and multiple the fruits of the spirit throughout our congregation and beyond