MINISTRY INFORMATION FORM

Ministry ID 0423
Ministry Name National Presbyterian Church
Mailing Address 4101 Nebraska Avenue NW
City Washington State DC Zip Code 20016
Telephone Number 202-537-0800 Fax Number
Email pastorsearch@nationalpres.org
Web site https://nationalpres.org/

Congregation or Organization Size (Select one)

___ Under 100 members
___ 101 - 250 members
___ 251 - 400 members
___ 401 - 650 members
___ 651 - 1000 members
X___ 1001 - 1500 members
___ More than 1500 members
___ N/A

Average Worship Attendance 300 in person + 900 online (Fall 2021); 600 in person + 250 online (pre-Covid)

Revised 3/2016
Church School Attendance  
Fall 2021: 35 children 50 youth, 50 VBS, 110 adults (in person and on-line);  
Pre-Covid (2019): 76 children, 50 Youth, 140 VBS, 140 adults

Church School Curriculum  
Group Publishing

☐ Check if certified as eligible for participation in the Seminary Debt Assistance Program

Ethnic Composition Of Congregation (in whole %):

Enter the percentage of each racial ethnic component of your congregation.

0%   American Indian or Alaska Native
5%   Asian
8%   Black or African American (African Native, Caribbean)
1%   Hispanic Latino/Latina, Spanish
1%   Middle Eastern
0%   Native Hawaiian or Other Pacific Islander
85%   White

Other __________________________

Presbytery  National Capital ___________________________ Synod  Mid-Atlantic ______

Community Type (select one)

College  Rural  Suburban
Small City  Town  X Urban
Village  Recreation  Retirement
N/A

Clerk of Session Contact Information:

Name  John Gregg
Address  NPC, 4101 Nebraska Avenue NW
City  Washington  State  DC  Zip Code  20016
Preferred Phone  301-229-4439  Alternate Phone ______
E-mail  npcclerk@gmail.com  FAX  __________

Revised 3/2016
Select below the position to be filled and the minimal number of years of experience required (e.g. no experience, first ordained call, up to 2 years, 2-5 years, 5-10 years, or above 10 years)

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Position Type</th>
<th>Years of Experience</th>
<th>Position Type</th>
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</thead>
<tbody>
<tr>
<td>Solo Pastor</td>
<td></td>
<td></td>
<td>General Assembly Staff</td>
</tr>
<tr>
<td>5-10 years</td>
<td>Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff)</td>
<td></td>
<td>Church Business Administrator</td>
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<td></td>
<td>Head of Staff (supervised one teaching elder and other staff)</td>
<td></td>
<td>Executive Director</td>
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<tr>
<td></td>
<td>Associate Pastor (Christian Education)</td>
<td></td>
<td>Director of Music (non-ordained)</td>
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<tr>
<td></td>
<td>Associate Pastor (Youth)</td>
<td></td>
<td>Minister of Music (ordained)</td>
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<tr>
<td></td>
<td>Associate Pastor (Other) (Cong. Care)</td>
<td></td>
<td>Mission Co-worker (International)</td>
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<tr>
<td></td>
<td>Pastor (Church Planter, New Worshipping Community)</td>
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<td>Christian Educator (Certified)</td>
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<td></td>
<td>Pastor (Transformation/Redevelopment)</td>
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<td>Christian Educator (non-certified)</td>
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<td></td>
<td>Pastor Interim</td>
<td></td>
<td>Administrator</td>
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<td></td>
<td>Pastor ( for a designated term)</td>
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<td>Funds Developer</td>
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<td>Pastor (Other Temporary i.e., Supply, Student)</td>
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<td>Finance Manager</td>
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<td>Pastor, yoked/parish</td>
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<td>Media Specialist</td>
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<td>Co-pastor</td>
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<td>Communicator</td>
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<td></td>
<td>Executive Pastor</td>
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<td>Coordinator</td>
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<td></td>
<td>Evangelist or Mission Pastor</td>
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<td>Youth Director (non-ordained)</td>
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<td></td>
<td>Bi-vocational/Tentmaker</td>
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<td>Other</td>
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<tr>
<td></td>
<td>Chaplain</td>
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<td></td>
<td>Pastoral Counselor</td>
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<td>College/Seminary Faculty</td>
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<td>Seminary Staff</td>
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<td></td>
<td>Campus Ministry</td>
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<td>General Presbyter/Executive Presbyter</td>
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<td>Presbytery Leader</td>
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<td></td>
<td>Stated Clerk (Presbytery)</td>
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<td>Synod Executive</td>
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<td>Mid-Council Program Staff</td>
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Revised 3/2016
You may also specify the position title (if appropriate) Senior Pastor and Head of Staff

Employment Status

X Full Time    Part Time    Open to Either
Bi-vocational (able to provide employment through outside partnership)

Is this a yoked congregation?  X No    Yes
(If yes, please complete the Yoked Congregation Detail Form.)

Clergy Couple (Are you open to a clergy couple?) Yes _____ No  X _____

Certification/Training (check below the desired certification or training needed for the position):

Interim/Transitional Ministry Training    Interim Executive Presbyter Training
Certified Christian Educator    Certified Business Administrator
Certified Conflict Mediator    Clinical Pastoral Education Training
Other

Language Requirements

X English    Spanish    Korean    French
Arabic    Armenian    Creole    Portuguese
Japanese    Russian    Swahili    Burmese
Cambodian    Indonesian    Laotian    Thai
Vietnamese    Taiwanese    Cantonese    Mandarin Chinese

X Twi    Sign Language

Statement of Faith Required  X Yes    No

Mission Statement

What is your congregation’s or organization’s Mission Statement?

Leading People to Become Faithful Followers of Jesus Christ Together in God’s World

Revised 3/2016
1. What is the congregation’s or organization’s vision for ministry? Additionally, describe how this vision is lived out.

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.

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.

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.

2. How do you feel called to reach out to address the emerging needs of your community or constituency?

NPC engages our local and global community through worship, spiritual growth, care, and service. NPC seeks to broaden our reach and accessibility to the broader community. Our 2014 Strategic Plan underscores the congregation's desire to pursue, support, and adapt to a diverse membership in order 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.

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.

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.

3. How will this position help you to reach your vision and mission goals?

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.

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.

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.

4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.

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.

Revised 3/2016
5. For what specific tasks, assignments, and programs 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.

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**OPTIONAL LINKS**

Provide below any links to online information that may help call seekers understand your congregation or organization. (e.g. organization or community websites, online newsletters, demographic information) Please note the CLC system does not warehouse links. (Limit characters to 500)

https://nationalpres.org/
https://nationalpres.org/welcome/annual-reports/
https://www.nps-dc.org/ (National Presbyterian School)
LEADERSHIP COMPETENCIES

(Select 10 leadership competencies from the list below that are required for the position.)

<table>
<thead>
<tr>
<th>THEOLOGICAL/ SPIRITUAL INTERPRETER</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>X</strong> Compassionate – having the ability to suffer with others; being motivated by others' pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus.</td>
</tr>
<tr>
<td><strong>Hopeful</strong> – maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing basic needs; and helps followers to see a way through chaos and complexity.</td>
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<tr>
<td><strong>X</strong> Preaching and Worship Leadership: Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence.</td>
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<tr>
<td><strong>X</strong> Spiritual Maturity: Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with faithfulness of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.</td>
</tr>
<tr>
<td><strong>Lifelong Learner</strong> – individuals who use every experience in life as a potential tool for growth; one who pursues continuing education; and those who build on strengths and seek assistance to improve weaknesses.</td>
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<tr>
<td><strong>Teacher</strong> – creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.</td>
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<thead>
<tr>
<th>COMMUNICATION</th>
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</thead>
<tbody>
<tr>
<td><strong>Communicator</strong> - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.</td>
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<tr>
<td><strong>Bilingual</strong> – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.</td>
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<tr>
<td><strong>X</strong> Public Communicator - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect.</td>
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<tr>
<td><strong>Media Communicator</strong>: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)</td>
</tr>
<tr>
<td><strong>Technologically Savvy</strong> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry. <em>(For NPC: Software and websites, yes; blogging and multi-media, no)</em></td>
</tr>
<tr>
<td>Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.</td>
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<tr>
<td>Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.</td>
</tr>
<tr>
<td>Externally Aware - identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society.</td>
</tr>
<tr>
<td>Risk Taker – persons with the ability to take appropriate risk to accomplish needed goals; one who thinks outside the box and who is not afraid of challenging the status-quo.</td>
</tr>
<tr>
<td>Willingness to Engage Conflict: Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.</td>
</tr>
<tr>
<td>X Organizational Agility: Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is politically savvy.</td>
</tr>
<tr>
<td>Financial Manager – deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to achieve operational efficiencies and value for money; puts in place rigorous and comprehensive financial accountability systems.</td>
</tr>
<tr>
<td>Collaboration: Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the</td>
</tr>
</tbody>
</table>
strengths and limitations of others.

### INTERPERSONAL ENGAGEMENT

| X | **Interpersonal Engagement** - Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes. |
| X | **Bridge Builder** – possessing a certain responsibility for the unity of the congregation and organization; works to connect people of different cultures, worldviews, and theological positions. |
| X | **Motivator** - Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission accomplishment. |
| X | **Personal Resilience**: Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate. |
| X | **Flexibility** - Adapt behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention. |

| X | **Self Differentiation**: Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a less-anxious presence in the midst of turmoil; is not overly dependent upon outside affirmation; works to build a strong personal support system. |

### COMPENSATION AND HOUSING:

A range is needed for matching purposes. The maximum salary is not published anywhere. Effective salary is cash salary plus housing allowance or manse value and other compensation considered “effective salary” by the Board of Pensions of the PC (U.S.A.).

See Effective Salary Definition at Board of Pensions.

| Minimum **Effective Salary** $165,000 | Maximum **Effective Salary** $190,000 |
| Housing Type | Manse |
| X Housing Allowance |
| Open To Either (Manse or Housing Allowance) |
| Not Applicable (For Non-pastoral Positions Only) |

Revised 3/2016
EQUAL EMPLOYMENT OPPORTUNITY

The unity of believers in Christ is reflected in the rich diversity of the Church’s membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore, no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than stated in this Constitution. (F-1.0403)

Each Pastor Nominating committee and Search committee is expected to undertake its search for a Teaching Elder in a manner consistent with the good news that in the church “…as many of you as were baptized into Christ have put on Christ. There is neither Jew nor Greek, there is neither slave nor free, there is neither male nor female; for you are all one in Christ Jesus.”

Has the Pastor Nominating Committee and Search Committee affirmed its intention to follow the Form of Government in this regard?

_X__ Yes

____ No

REFERENCES (Limit 3)

Below, please list three persons who know your congregation. You might list your Presbytery leadership, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.

Name _________________ The Rev. John Molina Moore ________________________
National Capital Presbytery
Address ________________ 11300 Rockville Pike, Rockville, MD 20852
Phone Numbers __________ (240) 514-5348
Relation __________________ General Presbyter of the NPC’s Presbytery
E-mail _________________ jmolinamoore@thepresbytery.org

Name _________________ The Rev. Peter James, former Senior Pastor, Vienna Presbyterian Church
Address ________________ 124 Park St. NE, Vienna, VA 22180
Phone Numbers __________ (703) 717-3777
Relation __________________ Longtime colleague at peer church
E-mail _______ petergjames77@gmail.com

Revised 3/2016
Name: The Rev. Dr. Joyce Emery, Transitional Pastor, Bethany Presbyterian Church
Address: 4420 N. 41st Street, Tacoma WA 98407
Phone Numbers: (206) 409-9387
Relation: Former Interim Associate Pastor for Congregational Care at NPC
E-mail: emery.joyce@gmail.com

Pastor Nominating Committee/Search Committee Chairperson/Mid-council Search Committee Chairperson:

Name: Elder Glenn Schmitt
Address: 5611 James Gunnell Lane
City: Alexandria, State: VA, Zip Code: 22310
Preferred Phone: (202) 502-4531 (work)
Alternate Phone: (703) 731-1413 (cell)
E-mail Address for PNC Communications (required): pastorsearch@nationalpres.org

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee__________________________ Date February 2, 2022

Clerk of Session__________________________ Date February 2, 2022

Signature

Presbytery__________________________ Date

Signature

Revised 3/2016