



Church Leadership Connection

Connecting | Discerning | Calling

Ministry General Information

Ministry Name	Presbytery	Synod
East Liberty Presbyterian Church	Pittsburgh	The Trinity
Email	Preferred Phone	Website Address
meganl@coh.net	412-441-3800	www.elpc.church
Mailing Address	Alternate Phone/Email	Community Type
116 S Highland Ave, Pittsburgh, PA 15206-3985		Urban
Congregation or Organization Size	Curriculum	Average Worship Attendance
651-1000 members	Self-design some, Godly Play, With all Boldness and Freedom, The Story of God's Faithfulness, Gospel Light	260
Church School Attendance		
67		
Intercultural Composition		
White: 74%, Black/African American/African: 21%, Multiracial: 2%, Hispanic/Latinx: 1%, Asian/Pacific Islander/South Asian: 1%, Middle Eastern/North African: 1%		

Information about the Position

Position Requirements

Position Type(s)

Head of Staff

Language Requirements

English

Experience Required

5 to 10 Years

Statement of Faith required?

Yes

Employment Status

Full-time

Are you open to a clergy couple?

Yes

Ministry Requirements

Church Mission/Vision Statement

As a diverse community of believers, we strive to follow God: the Creator who calls us, Jesus who teaches us, and the Spirit who empowers us. We show God's unconditional love by providing refuge for spiritual growth, pursuing justice, and extending Christ's radical hospitality to all. Our mission is to love God with all our heart, mind, soul, and strength, and to love our neighbor as ourselves. Our vision is to commit ourselves and our resources by:

Reaching UP to God

Celebrating with joyful praise God's redeeming love in Jesus Christ.
Seeking God's gracious plan for our congregation and ourselves.
Deepening our faith through worship, study, prayer, service, and stewardship.

Reaching OUT to neighbors

Inviting all to join our inclusive family of faith, transcending boundaries of race, class, culture, age, gender, disability, and sexual identity.
Affirming by all we do a commitment to peace, justice, and dignity for all people.

Serving God by serving the human needs in our congregation, community, and world.

Reaching YOU

Embracing your individuality and personal spiritual journey.

Nurturing a life that manifests the fruit of the Spirit: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control (Gal. 5:22).

Fostering our God-given potential as we learn and grow together, welcoming God's Spirit to transform us into Christ's likeness.

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position

The Senior Pastor will work to strengthen ELPC through strategic leadership of the Session with the goal of rediscovering and rebuilding the church's vision and mission. Drawing on our commitment to social justice, equity and inclusion, they will **work** to build a strong staff culture so that Session, Deacons, the congregation and staff unite behind shared goals, **serve** and strengthen our congregational ministry by providing pastoral leadership with excellent preaching, and **empower** members to lead effective programs for mission, service and spiritual life. Duties include serving as principal preacher, planning and conducting worship with the help of the Associate Pastor(s), Director of Music and congregation, serving as Head of Staff, directly supervising the Associate Pastor(s), Director of Music, and Director of Administration and Facilities, and serving as a resource to the Session. The Senior Pastor recognizes and works to resolve conflict and acts as an innovative problem solver. They administer the sacraments, conduct funerals and weddings, provide pastoral counseling, conduct training for new church officers and collaborate with staff and volunteers to lead adult learning experiences. They also engage in outreach and connect with community partners. They are able to communicate about the budget. The Senior Pastor reports to the Session and Human Resources. See full **job description** in optional links.

Compensation & Housing

Minimum Effective Salary

110000

Housing Type

Housing allowance

MDP - Narratives

How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

East Liberty Presbyterian Church (ELPC) traces its roots to 1819 and is housed in a landmark cathedral. Our congregation is a vibrant center for ministry, mission, and Christian hope, expressed through a range of programs and ministries. The four pillars of our ministry are worship, education, spiritual growth, and mission for people of all ages and singles or families of all types. Consistent with a Matthew 25 focus on congregational vitality and social justice, our ministries include a vacation church school each summer, Hope Academy (arts education), after-school tutoring and mentorship, a partnership with a congregation in Malawi, an LGBTQIA+ fellowship group, seniors' fellowship, adult and children's Sunday School offerings, choir and handbell choir, Bible study, and prayer groups. The church opens its doors to community activities and service, including serving a nearby shelter, operating a Free Store, and providing space for ESL classes and AA and NA meetings. The church frequently hosts concerts and architectural tours of the cathedral. Our more than 700 members and friends choose from three weekly worship services: a week-day Taizé prayer service and both a contemporary service and traditional sanctuary service on Sunday. Services are live streamed and on YouTube, as we have a growing online community. Our vision is to be a church family whose joy comes from glimpsing a bit of God's realm as our diverse community finds unity in Christ.

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are

impacting your community?

We seek to serve a broad and diverse community. Geographically, the congregational footprint is large, extending far beyond proximity to the church building (which is located in the urban community of East Liberty) to a larger perimeter that encompasses neighborhoods of different ethnicities, socio-economic and educational status, gender identity, and sexual orientation. ELPC has been described as a “destination” church, attracting individuals from miles away. As a Matthew 25 Church, ELPC members, friends, and associates address the community impact of poverty, discrimination, violence, and hatred through actions of ministries, advocacy, education, and direct community involvement. On behalf of the church, the new pastor will represent ELPC’s commitment with a strong public presence. Theologically, ELPC’s Christianity is continuously enriched by the different faith communities in Pittsburgh, and it shares the joy, sorrows, and challenges of its siblings in faith.

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

At ELPC, we embrace diversity and strive to create an inclusive community. Our congregation seeks a pastor who will lead us to bridge the gaps between the church and the community. Our new pastor will be able to take in the concerns and desires of our members, staff, and volunteers, while listening to the community as well. The new pastor must also recognize that the community is urban and has a range of socio-economic backgrounds.

Additionally, our new pastor will faithfully manage the diverse components of our inclusive church, which includes a large staff, under one umbrella. ELPC hosts a multitude of initiatives that serve both inwardly to members of its own faith family and outwardly to the community at large. As a result, efforts, initiatives, ministries, and committees occasionally evolve into silos and some of their priorities compete, with only the best intentions of faithful individuals. Our new pastor will be an experienced and competent spiritual and operational manager, guiding and uniting the efforts of ELPC’s faith community to

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

be effective servants of God who spread their love to those who are hungry, poor, marginalized, frail or sick, confirming our goals as a Matthew 25 Church.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

An inspirational, intellectual, and sometimes humorous preaching style that relates Scripture to our daily lives is essential in an ELPC pastor. Our minister will challenge us to examine our current ways of thinking and acting. In addition to strong preaching, there is a need for strategic leadership skills, including the ability to work with Session in determining and setting goals and plans. We need a person to lead the staff and congregation in a collaborative way toward the implementation of goals and plans. Our leader will be comfortable with conflict management and skilled in consulting with the staff and the congregation about issues and plans. They will recognize people's strengths, knowing when and how to delegate work to the staff or congregational volunteers. They will be compassionate, empathetic, accessible, and transparent. Our preacher will be an active and engaged listener and will try to get to know as many congregants one-on-one as possible. The pastor will be adaptable to the various personalities within our congregation, to the traditions of ELPC, and to our community's needs. It will be essential for this person to be open to new and bold ideas along with recognizing ELPC's current strengths and values. They will know how to support people as they move toward change, will react in real time to crises, and will be alert to staff and volunteer burnout. Our new pastor will have a heart as large as their intellect.

What areas of ministry do you expect the person called to be responsible for?

Share specific tasks, assignments, and programs.

In regard to the organization of ELPC: to serve as Moderator of the Session and serve as staff resource to the Session and its committees. To serve as Head of Staff and provide strategic leadership.

In regard to our corporate worship: to serve as principal preacher. To plan and conduct worship services with the assistance of other pastoral staff and members of the congregation. To administer the sacraments at times determined by the Session.

In regard to individual members and families: with the assistance of other pastoral staff, to conduct premarital counseling and weddings. With the assistance of other pastoral staff, to conduct funerals and memorial services. To empower and equip church members and friends to call upon the sick, home-bound, and distressed. To provide pastoral counseling.

Optional Links

ELPC Webpage - - <https://cathedralofhope.org/>

Open Hand Ministries - - <https://openhandpgh.org/>

East End Cooperative

References

Reference #1

Reference #2

Reference #3

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