

## Ministry General Information

Ministry Name First Presbyterian Church	Presby ter y Shenandoah	Synod Mid-Atlantic
Email info@fpcwinc.org	Preferred Phone 540-662-3824	Website Address www.fpcwinc.org
Mailing Address 116 S Loudoun St, Winchester, VA 22601-4722	Alternate Phone/Email	Community Type Small City
Congregation or Organization Size 401-650 members	Curriculum Children's Ministry- Godly Play Middle & High School- Think Orange Confirmation- Claiming the Faith (A non-published Confirmation Study) Adult- Topical Adult Class Discussions	Average Worship Attendance 165
Church School Attendance 50	Statistical Report <a href="https://ogaapps.pcusa.org/api/repor t /23243">https://ogaapps.pcusa.org/api/repor t /23243</a>	
Intercultural Composition White: 99%, Black/African American/African: 1%		Released Date 7/7/2025

## Information about the Position

### Position Requirements

Position Type(s) Head of Staff	Language Requirements English
Experience Required More than 10 Years	Statement of Faith required? Yes
Employment Status Full-time	Are you open to a clergy couple? No

### Ministry Requirements

Church Mission/Vision Statement  
Serving Christ and Neighbor in the Heart of Winchester and Beyond

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

- Serve as Head of Staff
- Collaborate with staff and congregation to develop the mission of the church, under the leadership of the Holy Spirit
- Provide overall direction for Christ-centered worship, education and spiritual life of the church

- Present thoughtful and lively preaching that inspires and connects people to God's word and is grounded in an understanding of the Bible as a faithful witness to God's transforming and reconciling work
- Develop effective teaching and training for continued growth as Christian disciples
- Provide leadership as the pastoral theologian for mission outreach
- Engage people empathetically and care for them in times of need
- Lead in a strong, collaborative style that challenges us to identify and become passionate about a vision for our future and a strategy for accomplishing that vision
- Direct the worship life of the congregation, coordinating preaching and teaching ministries that lead to spiritual growth
- Serve as staff liaison for the corporation, councils and committees
- Moderate the Session and be the primary person responsible for oversight of the volunteer leadership
- Guide the Deacons in developing a system of congregational care
- Develop and implement active lay leadership
- Strengthen and supervise initiatives that recruit, motivate and train youth and adult leadership
- Collaborate with downtown clergy and community leaders and represent the church at community activities and organizations
- Exhibit expertise in faith-based conflict resolution

## Compensation & Housing

Minimum Effective Salary

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?

With Christ at our center, we aspire to be a more welcoming, inclusive church, instilling a sense of dignity, ability, and worth in all people. We are committed to the education and nurture of adults, youth, and children, teaching the heritage, theology, and ethics of the Christian faith and the Reformed Tradition, and to providing opportunities to translate that knowledge into action in our local community and the world.

We envision an increased vitality within our congregation, in which we receive affirmation from our faith and from which we engage in the struggle for justice, give of ourselves, and of our resources in service of others, and work with Christ in the establishing of His just, peaceable, and loving rule in the world.

Our mission statement reflects both our intentions and our actual work. We regularly engage in an expansive array of service activities and mission projects, some of which are long-standing. In the Winchester community, we cooperate in a seasonal thermal shelter, a weekly meal service, and refugee services. As a *Matthew 25 Church*, we seek not only to build congregational vitality, but to work for the dismantling of structural racism and the eradication of systemic poverty. As an *Earth Care Congregation*, we try to be careful, humble stewards of creation, teaching, and preaching conservation as a theological issue, while operating our facilities efficiently and with concern for the world around us.

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?

For over 200 years, our home has been in the heart of what is now the vibrant Old Town district. The city of Winchester, (pop. 28,000) and surrounding Frederick County (pop. 98,000), comprise the fastest growing region in Virginia. Our church reflects the community mix of urban, suburban, and rural populations. Predominantly white (80%), the region's demographic mix includes Hispanic, Black, and Asian populations. Since 2023, the region has become home to refugees from Afghanistan, Syria, and other areas of the world. The 65+ age group is the fastest-growing segment in the region, and Winchester is considered a top retirement location.

Currently, we work with the unhoused and assist the growing number of people experiencing food and/or financial insecurity. We also recognize other concerns: the increased need for mental health services, the growing danger of substance abuse, and the lack of affordable housing in our community. We seek a pastor to help us address these concerns, while helping us overcome the spiritual disconnection accelerated by the pandemic.

A positive emerging trend is the rapidly growing population aged 65+, most of whom are new to the area. We are aware that connection with the retired demographic would have the potential to bring in more members who may be fulfilled by connection with a Christian and volunteer congregation.

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?

For several years, uncertainty has affected our staffing model. FPC has moved from three pastors in 2017, to the present, where we are transitioning from two pastoral leaders to one. Our next pastor should have the experience required to help the congregation move into this new reality in a positive way.

FPC is blessed with talented staff with expertise in various areas. Staff efforts would be complemented by a minister who models servant leadership, recognizes their gifts and abilities, and can mesh traditional and non-traditional ideas on how the staff accomplishes its tasks. Short-term goals include empowering our newly formed board of deacons, expanding educational offerings for all generations, providing additional fellowship opportunities, improving new member training and mentoring, improving communication with the non-tech savvy, plus "right-sizing" and revitalizing our mission outreach. In addition, we wish to engage the area's expanding retiree population, while drawing families and children from the community, especially from our partnered Weekday School.

Our long-term goals are fundamental in nature. We must address the substantial decline in attendance, giving, and other key metrics. We recognize this is a lot for a pastor to undertake and seek someone who can empower the congregation to rise to this occasion working toward the achievement of these and other goals with awareness and sensitivity to differing preferences and opinions regarding controversial issues.

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.

## Administration

- Strong administrative and organizational skills
- An inspiring, affirming, and empowering style of management
- Ability to cultivate and encourage those in leadership positions
- A track record of shared goal setting and compassionate accountability
- Servant leadership with a commitment to the Reformed faith and Presbyterian polity
- Exhibit self-awareness through word and deed

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.

- Experience with ministries of various sizes

## Pastoral Care

- Genuine concern for those in need, sick and grieving
- Skills in both teaching and undertaking ministries of concern
- Dedicated to learning our names and greeting us by name

## Worship Leadership

- Skilled preacher whose sermons are intellectual, inspiring, uplifting, and related to everyday life
- Work with Session and staff to provide thematic and liturgical cohesion in worship
- Encourage lay leaders to act as liturgists and people of all ages to play a part in worship
- Address society's problems with a unifying stance from the pulpit
- Music plays an integral role in both our traditional and contemporary services. We seek a pastor who honors the joy of spreading God's word through music

## Engagement

- Commit to providing stable leadership for a multi-year plan
- Provide active presence and high visibility
- Establish roots in our faith community and Winchester as a whole
- Build relationships with children/youth and their families, including the Weekday School
- Engage the increasing retired population in our congregation and community

What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

Recognizing the overlap between Questions 4 and 5, these are the defined duties of the Minister.

- Lead and oversee Sunday worship, with sermons at two distinctly different Sunday services: contemporary and traditional
- Provide pastoral care with the help of newly formed Board of Deacons
- Lead and develop Christian education opportunities through both direct teaching, and training of lay leaders for all age levels (help us help ourselves)
- Serve as head of staff and perform other administrative duties

What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

- Moderate and guide Session
- Guide and support the councils of Administration, Mission, Worship and Discipleship, Congregational Life, and Facilities
- Promote healthy self-care, study, spiritual care, and prayer
- Be present at church events for adults, youth, and children while maintaining a balanced schedule (not every event every time)
- Represent FPC in the Downtown Clergy Association and Interfaith Council
- Conduct weddings, baptisms, funerals, and other special services

## Optional Links

FPC Mission Projects - A guide to the ministries and missions that we serve through time and donations. - <https://fpcwinc.org/pages/serve>

Our Beliefs - A description of what we believe as a congregation - <https://fpcwinc.org/about/our-beliefs>

FPC Church Website - Our homepage - <https://fpcwinc.org/>

Shenandoah Presbytery Website - Information about our presbytery - <https://shenpres.org/>

City of Winchester - Our town's governing body - <https://www.winchesterva.gov/Home>

Winchester and Frederick County - Visitor information about our area - <https://visitwinchesterva.com/>

Shenandoah University - Local university which includes a conservatory for entertainment possibilities - <https://www.su.edu/>

Laurel Ridge Community College - Community college with unique educational opportunities such as podcasting and drones - <https://laurelridge.edu/>

Shenandoah Valley Westminster Canterbury - Episcopal & Presbyterian retirement center where some of our church members reside - <https://www.svwc.org/>

The Village at Orchard Ridge - National Lutheran retirement center where some of our church members reside - <https://www.thevillageatorchardridge.org/>

Winchester City Public Schools - City school system information - <https://www.wps.k12.va.us/>

Frederick County Public Schools - County school system information - <https://www.fcps.org/>

Winchester Medical Center - Regional hospital - <https://www.valleyhealthlink.com/winchester-medical-center/>

Top of Virginia Chamber of Commerce - Businesses in the Clarke County, Frederick County and Winchester City area - <https://www.regionalchamber.biz/>

## References

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