

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

Mif #: 21491.AH0 Ministry General Information	
Ministry Number	21491
Ministry Name	St. Andrews-Covenant Presbyterian Church
Mailing Address	1416 Market St. Wilmington, NC 28403
Phone	910-762-9693
Fax	910-216-9693
E-Mail	info@sacpc.org
WWW Address	www.sacpc.org
Ministry Size	651 - 1000 members
Ethnic Composition	
	Black or African American (African Native, Caribbean) 1%
	Native Hawaiian or Other Pacific Islander 1%
	White 97%
	Other 1%
Average Worship Attendance	121
Church School Attendance	121
Curriculum	Follow Me; Illustrated Ministry; Simple Sundays; Feasting on the Word. Note: Average worship attendance listed is 121(2021); 390(2019)
Yoked	False
Presbytery	COASTAL CAROLINA PRESBYTERY
Synod	SYNOD OF MID-ATLANTIC
Community Type	Urban
Ten-year trend statistics of this church/organization Show Statistics	

Information about the position	
Position:	Head of Staff (who supervised one teaching elder and other staff)
Experience Required:	2 to 5 Years
Specific Title:	
Employment Status:	Full-time

Language Requirements:	
	English
Other Language:	
Statement of Faith Required:	True
Clergy Couples:	True

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Other Training:	
Brief Church Mission Statement:	
Our mission at St. Andrews-Covenant PC(USA) is to inspire one another to love Jesus by staying faithfully present in our community.	
What is the congregation's or organization's vision for ministry:	
<p>Our vision of maintaining a relationship with our community and inspiring one another is accomplished through six vision values. We ADORE GOD by participating in weekly worship, developing a deeper understanding of God's word through study, and recognizing that our faith is shaped by a cross, a table, and a font. We ALWAYS PRAY by being intimate and vulnerable before God, trusting that God is present everywhere and in everyone, and being in real relationships with each other. We ACCOMPANY ANOTHER by such actions as mentoring a student from one of the surrounding neighborhood schools and by understanding that our salvation is connected to the welfare of others in our midst. We ABIDE IN CHRIST, ACKNOWLEDGE EVERYONE, and ACT ON FAITH by nurturing loving relationships with each other and our surrounding community; by investing our efforts in partnerships and ministries locally and globally; and by going into the world and proclaiming the Good News. We encourage each other to be invitational and inspirational in sharing Jesus in word and deed. More specifically, in this season of transition we have engaged Holy Cow Consulting to survey the congregation, present the results to all groups, and to oversee congregational listening sessions. Our Session and PNC believe this process will help in discernment while affording members a chance to be heard.</p>	

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

We care for our church community via Stephen Ministry, Bible studies and education programs for all ages, intergenerational fellowship, caring for those who are aging or ill, Unseen Guest meals, by offering both contemporary and traditional worship that welcomes all and glorifies God, and by inspiring members to serve the wider community. We host the SACPC Preschool for children aged 1-4. We care for our own city neighborhood by building Habitat houses ("4 on 15" after Hurricane Florence), making our activity center and playground available for Communities in Schools and sports programs, leasing our adjacent rental property to ministries such as Vigilant Hope and Carousel Center, feeding the high school football team weekly, sharing our building for high school AP testing, tutoring in neighborhood schools; hosting families through Family Promise; packing and distributing Mercy Pouches to the homeless. Many of us work with Good Shepherd in their Second Helpings program and preparing meals for guests at their overnight shelter; and in a prison ministry at our county jail. We partner with our local Help Hub, a clearing house for volunteers and emergency funding. We care for the wider world through school partnerships in Chuluchosema, Malawi, and river ministry with Petropolis Presbyterian Church in Manaus, Brazil. Many members have traveled to both places.

How will this position help you to reach your vision and mission goals:

Like all churches, we are awakening to life after the pandemic. A spirit of hope and renewal is stirring in this congregation. We seek a leader who can help us affirm our traditional strengths: we are a largely suburban congregation in a historic urban church at the heart of a growing city; we have a long heritage of participation with Wilmington's non-profits; we are stewards of a substantial physical plant including several buildings and an activity center/gym; our gifted youth leader presides over a strong program; we are guided by a core of committed members who have held fast in their love and service to SACPC; we have congregational leaders talented in music and teaching as well as service. We seek a pastor/HOS who can help us strategize about how this faithful core can expand. At the same time, we seek guidance in how to process the pain of the pandemic years: resignation of the last pastor for personal reasons after a relatively short tenure; loss of other staff members; suspension of our popular contemporary service; continuing efforts to embrace a new governing structure; changes in the habits and schedules of many of our church members and families; the pain of being apart from one another for so long. What new thing is God stirring up in this time and place? We seek a shepherd who will encourage us to be creative and courageous in ministry, and inspire us to keep the faith while seeking consensus as we focus on our common love for Jesus and his church at SACPC.

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

First, we seek a person who can preside over both contemporary and traditional worship services in which excellent music and lively preaching are valued. During the pandemic our online service blended elements from each, but since re-opening in May 2021 we have held only traditional services. We are now focused on resuming our weekly contemporary worship service, but in a new setting and at a new time. Second, we seek a pastor whose spiritual maturity undergirds a commitment to lifelong learning and spiritual refreshment, responsible boundaries in time management and personal relationships, and the nurturing of his or her own family life. Third, we seek a pastor/HOS who is willing to help a congregation that has always been marked by diversity of theological and political views to face our differences honestly while strengthening the ties that bind. Our Lenten theme has been "woven together," and we strongly sense this spirit moving among us. Finally, we seek a head of staff with organizational agility. Our Session continues to implement Policy Governance, which has helped clarify staff and congregational relationships. This is a work in progress as the policies and practices continue to evolve. While we know that no one person can be all things to all people, we also value those who

teach, who are comfortable with interpersonal engagement, and who have some affinity for modern technology and its uses.

What specific tasks, assignments, and program areas will this person have responsibility?

Our pastor/HOS has broad authority under Policy Governance to delegate staff responsibilities and inspire our congregation to fulfill its mission and vision according to his or her best judgment. She or he operates within specified limitations, providing Session with regular reports. Our pastor/HOS serves as Moderator of our Session and is a member of Coastal Carolina Presbytery. We anticipate filling our vacant Associate Pastor position once our new HOS is in place. We currently are seeking a Church Business Administrator and Contemporary Worship Leader. Traditionally, program staff has been organized around four key areas: Worship; Fellowship and Caregiving; Go and Serve; Education. The pastor/HOS has had primary responsibility for Worship, typically preaching about 80 % of the time, while also serving as head of all other staff. At times our pastor/HOS has chosen to teach a class or series; to participate in local or international missions; to share visitation duties; and to participate in congregational fellowship opportunities.

Optional Links:

<https://www.sacpc.org/mission-and-vision>

<https://www.sacpc.org/session>

[Confirmation Sunday Worship](#)

[Playground Fundraiser](#)

[Malawian Minister Strengthens Wilmington Partnership](#)

[How Wilmington Church and Non-profit Built 4 Affordable Homes](#)

Leadership Competencies:

Preaching and Worship Leadership

Spiritual Maturity

Communicator

Willingness to Engage Conflict

Decision Making

Organizational Agility

Strategy and Vision

Collaboration

Bridge Builder

Motivator

Version Track Info: This MIF was last updated on 05/30/2022

Self-referral Contact Information

PNC: Kelly Hawkins and Jeff Denlinger, co-chairs
Address 1416 Market St, Wilmington, NC 28401

Daytime Phone 910 297 8796 (Kelly)
Office Phone 501 554 3838 (Jeff)

Fax
Email kghawkins@ec.rr.com