

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

Mif #: 10592.AE0

Ministry General Information

Ministry Number	10592
Ministry Name	Grace Presbyterian Church
Mailing Address	4300 West Park Boulevard Plano, TX 75093
Phone	972-596-6233
Fax	972-985-7536
E-Mail	GracePNC.20@gmail.com
WWW Address	www.gracepc.org
Ministry Size	651 - 1000 members
Ethnic Composition	
	Asian 1%
	Black or African American (African Native, Caribbean) 1%
	Hispanic Latino/Latina, Spanish 2%
	White 96%

Average Worship Attendance	375
Church School Attendance	185
Curriculum	252 Kids elem, First Look, Godly Play, XP3
Yoked	False
Presbytery	GRACE PRESBYTERY
Synod	SYNOD OF THE SUN
Community Type	Suburban
Ten-year trend statistics of this church/organization Show Statistics	

Information about the position

Position:	Head of Staff (Multi-Staff Pastor, who supervised two or more teaching elders and other staff)
Experience Required:	5 to 10 Years
Specific Title:	
Employment Status:	Full-time

Language Requirements:	
	English

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

Training/Certificate Requirements:	
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Other Training:	
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Brief Church Mission Statement:

Grace Presbyterian Church is a welcoming community of faith,

- Seeking unity as we follow Christ,
- Loving and supporting each other,
- Learning and growing together and
- Serving those in need in Plano and the world.

This Mission has been the core of who we are at Grace.

What is the congregation's or organization's vision for ministry:

"Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you." *Matthew 28:19-20*

Our vision of ministry is to glorify God and to extend God's love to our neighbors. From its beginning in 1980, Grace has welcomed all people, encouraging each one in an ever-deepening faithfulness to the Lord. Together we worship through contemporary and traditional services, study God's Word, care for one another, and reach out to our increasingly diverse Plano community. We seek to be a congregation whose priority is the formation of community and the nurture of relationships, both within and outside the church.

Session members faithfully seek to discern and follow God's direction, using their time, talents and treasure to lead and serve alongside committee members to govern the church. Grace continues to embrace the Reformed tradition, affirming the essential tenets of our faith and offering ourselves for service to the broader connectional church uniting us to be the body of Christ.

Grace is compelled to faith and action by God's love for humankind, as supremely embodied in Jesus Christ, so we may respond generously, with compassion and justice, to the needs of our congregation, community, and the world.

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

Grace is actively engaged in responding to human need at the local, regional and international levels. We serve at local homeless shelters and food banks, host Family Promise, and hold blood drives. Teams provide disaster relief throughout the region and assistance to refugees at the U.S./Mexico border. In 2020, we will install our 20th clean water system in Guatemala, in cooperation with Living Waters of the World. We participate in the five annual PC(USA) special offerings.

Engagement of the congregation is multi-faceted. Deacons, Stephen Ministers, and our weekly prayer team assist anyone in need. Children enjoy Sunday school, Godly Play, VBS, youth group, along with a fully accredited day school. Music holds a strategic place in our worship and outreach with numerous choral and bell choirs for all ages. In addition to concerts open to the community, the youth choirs take an annual summer mission trip to minister and serve at homeless shelters, youth centers, and nursing homes, etc. Additionally, Grace offers regular discipleship and fellowship opportunities including a men's and a women's group.

One strategic objective is to identify and create additional opportunities for local mission outreach that engage more members of our congregation to better meet the needs of our diverse community. We recognize that God has blessed each of us, that we, in turn, may be a blessing.

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

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Grace's new Pastor/Head of Staff will be a dynamic, inspiring, and unflappable leader who fosters our vision to do justice, love kindness, and walk humbly with God. The Pastor will moderate session and guide its engaged elders who work alongside effective committees. The Pastor will be an articulate and compassionate communicator who respects and collaborates with staff and lay leaders, prayerfully and consistently guiding the leadership to discern Grace's future as a financially stable, debt-free congregation. The Pastor will be socially aware, will embrace the rich diversity of our community, and will address the vastly changing role of church in 21st century culture. The Pastor will also be an innovative thinker who grasps the use and ministry applications of new technology, allowing for both creativity and respect for tradition. The Pastor will help identify individual giftedness for the benefit of the congregation, will guide leaders, and will motivate congregants to follow God's calling. Finally, the Pastor will be an enrichment to our historically strong youth ministries (e.g., 6 seminary students have been nurtured at Grace since 1995), and will help us appreciate our Presbyterian heritage and live into our Reformed theology.

Grateful for the support provided by the Presbytery and the caring leadership from our interim pastors, we expect the Pastor to cultivate the exciting momentum the church is currently experiencing.

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

Grace seeks a Pastor/Head of Staff who will:

- Be fully, compassionately present in our lives, our ministries, and our larger community
- Preach inspired, biblically based sermons aligned with our Reformed theology and appropriately geared, stylistically, to both traditional and contemporary worship services
- Understand how to use technology to enhance worship, communication, and the ministries of the church
- Implement an effective staffing plan to support the life and ministries of the church through the pastor's ongoing leadership, equipping, and service to both staff and congregation
- Be a collaborative bridge-builder, appreciative of established ministries and methods, where appropriate, while also encouraging creative exploration and out-of-the-box opportunities for new ministries
- Rejoice with us as a vital, vibrant community of faith while challenging us toward greater spiritual maturity, particularly given the diversity of cultural and theological perspectives present
- Maintain appropriate boundaries, practice healthy self-care, sustain vital personal spiritual practices, and develop professionally
- Enjoy an apt sense of humor
- Help us stay focused on the dynamic, holy movement of the Spirit as we are reformed and always reforming according to the Word of God

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

The Senior Pastor will serve as Head of Staff providing strategic direction and leadership to their direct reports, including an Associate Pastor, Children's Pastor, Business Administrator, Finance, Music and Family Ministry Directors. The Head of Staff will be the main communication link to the Ruling Elders and Moderate the Session of 13 capable, engaging leaders. Our Head of Staff will be a supportive and relational individual who inspires others.

Specific areas would include:

- In consultation with the Session, a vision and implementation strategy will emerge; moving the congregation forward in a new way.
- Lead worship that challenges engagement for every member and invites others to join us in membership.
- Inspire the congregation to assist in providing ministry opportunities for all age groups and diverse areas.
- Serve as an active member of Grace Presbytery.
- Work with Session and staff to develop and communicate an organized and effective calendar of events.
- Assist the Director of the ChristianDay School through the proper functioning of our Committee structure, insuring compliance with HR policies, salary competitiveness and operational efficiency
- Partner with working committees, eg. Personnel, Finance and Worship to maintain effective communication and operational excellence.
- Provide Pastoral Care, to include visitation, homebound communion and coordinate appropriate involvement from Associate Pastors, Deacons, Stephen Ministers and others.

Optional Links:

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[Grace PC Mission Study](https://www.gracepc.org/hp_wordpress/wp-content/uploads/2019/12/Mission-Study-Final-09122019.pdf) https://www.gracepc.org/hp_wordpress/wp-content/uploads/2019/12/Mission-Study-Final-09122019.pdf
[Minnie's Food Pantry](https://minniesfoodpantry.org/) https://minniesfoodpantry.org/
[Numana](https://numanainc.com/) https://numanainc.com/
[Living Waters of the World](https://www.livingwatersfortheworld.org/) https://www.livingwatersfortheworld.org/
[Family Promise](http://familypromiseofcollincounty.org/home.aspx) http://familypromiseofcollincounty.org/home.aspx
[City House](http://cityhouse.org) http://cityhouse.org

Leadership Competencies:

Compassionate
 Preaching and Worship Leadership
 Technologically Savvy
 Culturally Proficient
 Task Manager
 Strategy and Vision
 Collaboration
 Interpersonal Engagement
 Personal Resilience
 Self Differentiation

Compensation and Housing: Cost of Living Calculator

Minimum Effective Salary: \$95,000

Housing Type: Housing Allowance

References:

Name	Address	Phone Numbers	Relation	Email
Nancy Fraser	4616 Gardenia Way, Plano, TX 75093	214-223-4363	Elder	nwfraser@juno.com
Jim Hawthorne	2104 South Park Ave, Denison, TX 75020	903-271-7959	Interim Pastor	windsweptjim@gmail.com
Elizabeth Callender	6100 Colwell Blvd Ste 100, Irving TX 75039	214-393-5606	Director of Ministry Development, Grace Presbytery	elizabeth@gracepresbytery.org

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

Yes

Version Track Info: This MIF was last updated on 02/16/2020

Self-referral Contact Information

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