

## Ladue Chapel Ministry Information Form

### Narrative Questions

**1. What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived out.**

Worship and exquisite music continue to be strengths contributing to Ladue Chapel's spiritual growth. Care and support of one another, sense of responsibility toward mission, and a strong close-knit staff allow Ladue Chapel to move forward toward its vision for ministry in eight ways:

- 1) Deepen our sense of connection to God and one another through worshipful and scripture-based Sunday services.
- 2) Strengthen the process by which members are called and equipped for ministry and leadership.
- 3) Make necessary changes to energize and attract young families.
- 4) Develop and implement creative comprehensive strategies to reach new people and incorporate them into the life of the church.
- 5) Provide more opportunities for Christian education and spiritual formation at every age and stage of life.
- 6) Develop ministries that work toward healing those broken in life.
- 7) Expand outreach ministries that provide direct services to those living on the margins of society.
- 8) Create more opportunities for people to form meaningful relationships.

**2. How do you feel called to reach out to address the emerging needs of your community or constituency?** The interim period has allowed us time for reflection and a chance to assess our needs. Through formal data collection and community conversations, church members have identified emerging challenges for our church community. These include:

1. **Low Spiritual Vitality:** Many of our emerging needs seem to spring from the fact that our members report a low level of spiritual vitality. They are looking for inspirational worship that leaves them energized, excited to participate regularly, and galvanized to serve.
2. **Attendance Decline:** Declining attendance from families, and their older school-age children and teens in particular, is of concern. Capturing their hearts and minds is an emerging need for our community.
3. **Genuine Hospitality:** Visitors say we do a good job welcoming them "at the door," but there is room to improve how we integrate them into the life of the church.

4. Communication: Improving communication to reach people of all ages and technological abilities is a priority.

5. Diversity: Although we are a community diverse in thought and theology, we lack ethnic and racial diversity. We wish to project an open and welcoming presence and to explore ways to encourage participation from new constituents.

6. Social Justice: Addressing social needs is considered central to the gospel; however, we do not always agree on how to do this as a congregation. The next Pastor, Head of Staff will need to be skilled and comfortable leading us through this stage of faith formation.

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

In essence, the role of our new Pastor, Head of Staff will be to lead and compassionately inspire a dedicated congregation. The future Pastor, Head of Staff will be a leader who recognizes the spiritual gifts of others and delegates responsibilities to a diverse staff and congregation which through vibrant worship and preaching can help further connect and deepen the faith of others, thus increasing our spiritual vitality. Thoughtful planning and collaboration with staff, Session and church leaders along with open communication to church members is integral to Ladue Chapel's successful progress. Achieving this will build trust between members and church leaders. The ideal leader must be courageous, open to new ideas, flexible, capable of achieving tasks in creative and dynamic ways and able to draw the best of an excellent and close-knit staff. As Head of Staff, this person is expected to be knowledgeable about best practices in organizational revitalization and encourage others to use their unique gifts by skillfully matching them to the needs of the church. The Head of Staff also holds others accountable for the work to which they are called or assigned helping the church utilize all its resources moving forward.

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

Our next Pastor, Head of Staff, needs to be one who shows strong personal depth and is grounded in faith in Jesus Christ. Our Pastor should be compassionate and relational, easily connecting with congregants; one who seeks collaborative solutions when challenges occur; one who is comfortable managing differing viewpoints, at the same time maintaining respectful relationships. The Pastor should be self-aware, appreciating personal boundaries of others; able to connect with the congregation with heartfelt, relevant, spirit filled sermons, rooted in a growing, Christian faith. The future Pastor, Head of Staff is one who recognizes spiritual gifts in others and delegates responsibilities to staff, members of Session, and church leaders. The ideal leader is courageous, flexible, and open to listening to divergent ideas, communicates transparently, and is able to draw out the best in our excellent and close-knit staff. The ideal candidate must be able to deftly balance a healthy tension between those who want to continue to honor their beloved traditions and those who are eager for fresh, innovative approaches. Our next

Pastor, Head of Staff must be a special person and experienced visionary: one who can lead a strong-minded, well-educated congregation; one who shows courage and compassion; one who is goal-focused, relatable, open-minded and respectful to all viewpoints; and ultimately, one who is energetic, creative, and inviting.

**5. For what specific tasks, assignments, and program areas will this person have responsibility?**

The Pastor, Head of Staff serves as the strategic organizational leader in our complex and evolving spiritual community. Specific tasks, assignments and programs include:

- leads team to renew the spiritual vitality of Ladue Chapel;
- sustains a collaborative spirit within a talented and close knit program and support staff;
- coordinates worship planning with an emphasis on joyful traditional reformed worship;
- preaches relevant, scripture based sermons;
- works collaboratively with Associate Pastors to share preaching responsibilities;
- serves with other pastors as an integral part of the member care team (pastors, deacons, Stephen Ministers) including officiating at funerals and visiting hospitals;
- embraces the role of LCPC as a leader in Giddings-Lovejoy Presbytery;
- works collaboratively with Session and acts as staff support to the following committees: staff resources, music and worship, finance, and stewardship and other committees as determined in collaboration with pastoral staff;
- works with Director of Facilities and Operations to understand and manage church financial and business matters.

Essential to all these tasks are relationships. The Pastor, Head of Staff reaches out to members young and old with the goal of knowing each person by name.