

Recruitment Profile
for

Senior Minister



WEST END COLLEGIATE CHURCH

New York, NY

February 2018

LEADERSHIP TRANSITION | EXECUTIVE SEARCH | BOARD ADVISORY

Title: Senior Minister

Organization: West End Collegiate Church
Dually affiliated Reformed Church of America (RCA) & United Church of Christ (UCC)

Reports to: Consistory (Board of Deacons and Elders)

Location: New York City, NY – Upper West Side
(Relocation assistance and housing accommodations available)

WEST END COLLEGIATE CHURCH OVERVIEW:

West End Collegiate Church (WECC) is an open and welcoming Christian congregation professing a progressive inclusive theology. WECC embraces all people, providing a safe place to seek, to doubt, to learn, to believe, to celebrate—and above all to experience and express God’s love. It is a place where people can discover a flourishing faith, participate in a caring community, and commit to service that changes lives. By its own description, WECC is a neighborhood church for all people.

WECC is one of the congregations of the Collegiate Church of New York, the oldest Protestant church with a continuing organization in America. The Collegiate Church is comprised of five separately operating but unified ministries. West End, Marble, Middle and Fort Washington are the four Collegiate congregational ministries; Intersections International (<http://www.intersections.org/>), a 10-year-old social justice ministry, is the fifth.

Although Dutch in origin, the Collegiate Church has, since its very first days, been multi-lingual and multi-ethnic. The church traces its origins to its first worship service in a loft above a gristmill in New Amsterdam in 1628 with the Reverend Jonas Michaelius serving as the first pastor. Dutch settlers worshipped there until the first church structure was built in 1633. In 1642 the duties became too heavy for one person and an assistant was called. The assistant was named a “colleague,” hence the name “Collegiate.”

Although the numbers and locations have varied during the long history, there are currently four congregations and one social justice ministry that comprise the Collegiate Church in New York City and each is a faith community addressing the spiritual challenges of today—and tomorrow. Each welcomes people of diverse education, race, religious background, sexual orientation and identity. In 2017, the Collegiate Church formalized a relationship with the UCC (United Church of Christ) and is now dually affiliated with UCC and RCA (Reformed Church in America). This allows Collegiate to maintain its historical relationship with the RCA while securing its longstanding commitment to LGBTQ people, families, and ministry through the UCC.

In addition to local congregational funds, annual giving and tithes, all of the Collegiate Church ministries share one large historical endowment. From this endowment generous support is given to all the ministries on an annual basis – this “appropriation” provides a substantial portion each ministry’s operating and capital needs. In recent years, WECC, as well as all the ministries, is being asked to grow in self-sufficiency and sees the necessity to grow in visibility, outreach, and congregants. Although there is comfort in the size of the congregation which maintains a close feeling of a “small town in a big city,” this comfort zone can also function as a barrier to growth and limit community outreach, causing the church to miss out on new members, new programs, and new energy.

In addition to weekly Worship services, WECC offers programs for its congregants and greater community; Adult and Children’s Education, Fellowship, and Service Opportunities. There is a strong desire among many congregants for additional programs, in particular for children, families, and seniors. The church also reaches out to the community to help those in need of food, fellowship, comfort, and education. Some highlights include:

WORSHIP:

SUNDAY MORNING: The 11 o’clock Sunday morning service is a liturgically based traditional worship service incorporating scripture, choral music, hymns, a children’s message, and pastoral lesson (sermon). The congregation actively participates in the service as ushers, readers, choir members, and liturgists. Communion is offered the first Sunday of each month with Elders and Deacons distributing the elements to all who are present in a large circle extending from the table to create a single family encircling the entire sanctuary.

TAIZÉ SERVICE: In addition to Sunday services, WECC offers a mid-week Taizé service; a sacred time and space to nourish the soul. These services include sung prayers and chanted prayer, non-traditional music, times of meditation/reflection, poetry, and other liturgical readings. Based on a form of worship from a monastic order in France, Taizé is a place for visitors of all ages, religious beliefs, and faith backgrounds to come together in prayer and reflection.

A TASTE OF HEAVEN: WECC’s Tuesday afternoon soup kitchen, which began in 1981 as ministry *to* the poor and the unhoused, has evolved into a community ministry *with* the poor and unhoused. A sacred space has been created for those in the community to experience God’s love. After a brief worship time, meal service is provided with hot food for hungry friends and neighbors every week with no questions asked. Serving 100-200 people on a weekly basis, the program has received national recognition with Duke Faith and Leadership and a recent article in [The Christian Century](#).

OUTREACH AND SERVICE PROGRAMS:

MUSIC MINISTRY: Music programs are an integral and beloved part of WECC. Offerings include a broad range of musical selections from all styles and eras. Under the guidance of the Music Ministry Director, eight professional singers and a group of talented volunteers present a tapestry of choral music at worship service each week. In addition, concerts and special services are draw by a wide variety of talent drawn from the vibrant New York music scene.

WHOLENESS CENTER: Following service each Sunday at 1:00 p.m. WECC welcomes neighborhood family and friends who are mentally and emotionally healing. The program begins with an informal coffee hour, followed by a voluntary Bible Study, and a meal. The Wholeness Center was created to be a weekend supplement to weekday outpatient programs. Members come to this program *by referral only*.

MONTHLY FAITH FORUM: Currently led by the Associate Minister, this forum is a chance for members of the congregation – or from the greater community – to share stories on faith formation. Last year WECC welcomed a Rabbi who shared views and theology around death and dying. This year the focus is on how people live their faith in public. The format is very conversational in nature, highlighting participants' faith in their everyday lives.

THANKSGIVING DAY PACK-A-THON: In partnership with Shearith Israel Synagogue each Thanksgiving morning a group of volunteers joins together to pack meals for later distribution to people in need. In 2017, 120 adults and 60 children raised over \$18,000 and packed 3,000 meals in 45 minutes.

BENEVOLENCE GRANTS: A Benevolence Committee comprised of congregants works in consultation with WECC Ministry to identify and evaluate neighborhood organizations whose missions resonate with WECC's vision and values. Monetary grants are made and volunteer opportunities are encouraged. The list of organizations who are recipients of these grants can be found here: <https://westendchurch.org/events/volunteer-opportunities>.

EDUCATION AND SPIRITUAL GROWTH PROGRAMS:

BOOK GROUP: A lay-led book group meets monthly for fellowship and study of a wide variety of selections from fiction, spiritual and religious, and historic subjects.

ADULT EDUCATION: A lively group meets every Sunday morning before the 11 o'clock service to discuss themes, scripture passages, and faith journeys. Typically led by the Associate Minister, guest speakers from the congregation and outside theologians are invited throughout the year to augment the offerings.

PUB THEOLOGY: Pub Theology is a monthly happening on the third Wednesday evening of each month in The Dublin House Pub. Led by Ministry, friends gather to talk about faith, get to know one another, and discover what it means to belong. Questions and prayers are welcome as the group gathers in Christian community over a beer, cocktail, soda, or glass of water.

CHILDREN'S PROGRAMS: A new Interim Coordinator of Children and Youth has recently been appointed to refocus WECC ministry efforts with children. The expansion of programs for youth and increased engagement by children and youth has been identified as a key opportunity for WECC.

MISSION STATEMENT/BELIEFS:

WECC describes its beliefs and values below:

CORE BELIEFS:

God

- God's work of salvation is about healing and wholeness as our relationships are restored with God, others, and creation.
- We turn to God to infuse our relationships with love, grace, and forgiveness, forming the foundation of our life together.

Jesus Christ—Making God Known

- In the person of Jesus, we see the heart of God: God's deep love for us.
- By following the way of Jesus, we deepen our relationship to God and to one another.
- Through the resurrection of Jesus, we discover that we can embrace new life, both now and forever.

The Holy Spirit—God on the Move

- The Holy Spirit leads us in an evolving experience and understanding of God, continually guiding us in the life-giving practices of Bible study, prayer, worship, and service to others.

The Bible—Our Guide for the Journey with God

- The Bible is the redemptive history of the people of Israel; a witness to the life, death and resurrection of Jesus Christ; and the story of the early church.
- The Bible gives us the foundation and framework for understanding our faith story and stands as the preeminent guide for the Christian faith and life.

The Church—God Calling Us to Community

- Though faith is highly individual, we find its fullness when lived in community.
- God calls us to gather in worship, which is at the heart of God's communication with us and how we commune with one another as we celebrate our faith.
- The church exists not only to nurture its members but also to join God's work in healing a hurting world through acts of justice and compassion.

Other Faiths—God in the World

- While God's revelation is contained in the Christian faith, it is not confined to it, and therefore we acknowledge that God's presence and salvific purposes extend beyond our faith.

CORE VALUES AND COMMITMENTS

- We strive to follow the way of Christ by choosing love rather than hate, grace rather than judgment, forgiveness rather than retaliation, acceptance rather than intolerance, and hope rather than despair.
- Our gratitude for the marvelous mosaic of God's creation leads us to value individuality, respect differences, and encourage creativity and independent thinking. By embracing diversity, we seek to provide the space for thoughtful interpretations of Scripture, open-minded discernment of God's call, and growing and learning in community.
- Through God's love, community becomes a safe place to find guidance, nurture, support and a sense of family. This new family brings together all generations and all stages of life in worship, prayer, study, and service.
- We stand ready to partner with all who provide relief for those who suffer from poverty, disease, loneliness and oppression, and in doing so, we strive to create lasting change in our social fabric.

- No matter who you are or where you are on life's journey, you are welcome here.

For more information, please visit www.westendchurch.org and/or www.collegiatechurch.org

THE POSITION:

The Senior Minister for West End Collegiate Church will lead a diverse congregation in a close and supportive neighborhood. Reflective of the surrounding community there, the congregation consists of young families, single adults, and seniors. Many in the congregation have been members for decades; however, new members are joining frequently, bringing new life and energy. The Sunday service draws between 140 and 160 worshippers.

The current staff of 12 includes an Associate Minister, a Director of Music Ministry, a part-time Assistant Minister, a part-time Children's Program Director, as well as an administrative and operations group. The lay leadership, known as the local Consistory, is made up of 10 deacons and elders from the WECC congregation.

The Senior Minister will be expected to engage with and inspire the staff, consistory, and congregation toward advancing the mission and vision of the church with a particular focus on the following priorities:

- Pastoral Care
- Intellectually and Spiritually Stimulating Preaching
- Dedication to Expanded Programming (in particular, Children/ Youth Programs and Adult Education)
- Build and Strengthen Lay Leadership
- Managerial and Administrative Competence
- Commitment to Inclusivity

The Senior Minister will represent WECC, serving on the Executive Committee of Collegiate Church and will interact with and be supported by the Senior Ministers of Fort Washington, Middle, Marble Collegiate Churches, and Intersections International. Additional financial, operational, and administrative assistance is provided by the Church's corporate office which is responsible for managing the endowment and physical assets of Collegiate Church.

PRIMARY RESPONSIBILITIES:

- Lead the church spiritually by preaching the word of God and providing thought-provoking, engaging and inspirational messages to the congregation;
- Embrace and carry on the open and affirming mission of WECC;
- Advance WECC's social justice mission rooted in the Word and inclusive of all groups;
- Be accountable for WECC's administrative, financial, and corporate affairs, including the professional conduct of staff;
- Work proactively to nurture, strengthen and empower the lay leadership at WECC;
- Re-envision pastoral care initiatives at the church and manage their implementation;
- Provide leadership and oversight to the staff in all aspects of the ministry, including worship planning and delivery, and the management of day-to-day operations;

- Work in consultation and collaboration with the Consistory on matters pertaining to the spiritual and physical affairs of the church;
- Lead and educate the congregation on stewardship;
- Focus on developing the growth and education of the next generation;
- Be a community builder and leader within the church and its neighborhood;
- Be a planner, leader, and creative manager;
- Employ an inclusive and transparent decision making process;
- Be a caring pastor who is genuine and kind in dealing with the members of the congregation.

EXPERIENCE AND GIFTS:

- 7-10 years of experience serving as a Head Pastor or Senior Minister;
- Certified Ordination by and current good standing in a recognized denomination;
- A Master of Divinity degree from a recognized seminary is required; a Doctorate of Philosophy or Ministry is desired;
- Keen theological training, innovative analysis of Biblical text, and a passion to teach;
- Thoughtful, engaging and inspirational preaching style;
- Appreciation for important role that music plays in worship and in other outreach, education, and spiritual programs;
- Embraces open and inclusive communities and has genuine ease and experience with a broad range of cultural and theological communities;
- Demonstrated experience fostering inclusive community building, organizing and planning;
- Business acumen and proven ability to manage a team, church, and congregation within a budget;
- Evidence of leadership skills and “presence” and a desire to lead and grow the Church
- Ability to manage staff well and maximize their effectiveness;
- Comfortable fundraising; ideally with some specific stewardship/campaign experience;
- Diverse cultural awareness and sensitivity from a historic and current sociopolitical economic context;
- A warm, accessible, and connected personality combined with deep personal faith;
- Outgoing, comfortable engaging in social activities and in the life of the church;
- Relationship builder;
- Communicates well across all levels of the community, both internally and externally;
- Experience with and/or sensibility to large, culturally diverse, metropolitan environments.

FIRST YEAR EXPECTATIONS:

- Establish a leadership presence and become deeply acquainted with the people of the church by building good relationships with consistory, staff, Collegiate church colleagues, and congregants;
- Develop a strong, engaged congregation; create a strong sense of energy and momentum with an invigorated congregation that is excited by the preaching and worship;
- Define the new vision for the church; begin a strategic planning process; revisit previous plan; sustain/continue the envisioning process;
- Empower, engage and increase lay leadership participation in developing and leading various ministry programs;

- Increase stewardship participation and results;
- Effectively manage WECC's finances and operate within a balanced budget;
- Develop WECC's marketing and outreach capability, improve visibility, and expand membership;
- Sponsor interfaith, social justice, and community organizing initiatives;
- Increase the sense of inclusiveness within the congregation;
- In partnership with lay leadership, assess and evaluate ministries; delivery "State of the Church" after assessment.

CONTACT:

Kevin Chase Executive Search Group has been retained to lead this recruitment effort on behalf of West End Collegiate Church and the Collegiate Church of New York. We are pleased to answer any questions or supply further information. Inquiries, nominations, or applications (including a cover letter and resume/curriculum vitae) should be directed electronically and in confidence, to:

Kevin Chase, Managing Partner
Kevin@kevinchasesearch.com

Catie DiFelice, Senior Associate
Catie@kevinchasesearch.com

Kevin Chase Executive Search Group

1800 Hi Point Street
 Los Angeles, CA 90035
 (323) 930-8948

www.kevinchasesearch.com

West End Collegiate Church and the Collegiate Church Corporation provides a team-based work environment and values the benefits of a diversified workplace. Qualified candidates of all backgrounds are welcomed and encouraged to apply.

All inquiries or referrals will be held in strict confidence.

Please note that all education, dates of employment, compensation and other information provided will be verified prior to an offer of employment.