



KNOW



BE KNOWN



MAKE KNOWN



**CENTRAL**  
PRESBYTERIAN CHURCH

# OPPORTUNITY PROFILE

## SENIOR PASTOR

# GREETINGS

## FROM THE SEARCH COMMITTEE CHAIR

Dear prospective candidate for Senior Pastor,

Thank you for your interest in the position of Senior Pastor at Central Presbyterian Church. We are a vibrant church in the heart of the St. Louis metropolitan area committed to our members' growth and to outreach to the wider St. Louis community and beyond.

Our committee has been meeting diligently for two years, spending time surveying our congregation, determining our needs, asking our Session to decide direction on some key internal issues—and praying! We are excited to have arrived at this place in time and invite you to get to know us through the pages of this Opportunity Profile and see for yourself the ways God has, in his mercy, blessed us over the course of 171 years.

As we look to the future, we seek a gospel-focused pastor who embraces all that Central Church has become and all that we have potential to be. We are excited to see what God has established for us under the leadership of a new Senior Pastor.

Please review this profile and familiarize yourself with the leadership and pastoral characteristics we seek. I also invite you to share it with those in your network who, in your judgment, may be potential candidates. If you believe your gifts, abilities, and experience align with our needs in a Senior Pastor, please refer to the Application and Inquiry Process page to begin the application process. If you have questions, contact the office of Laura Coverstone and Tommy Thomas (615-261-4623), the consultants from the *Jobfit* Matters practice of SIMA International who are assisting us in this search.

Again, thank you for prayerfully investing the time to consider whether God might be calling you to the senior pastorate of Central Presbyterian Church.



Sincerely,

*Bill*

Bill Gladney

CPC Search Committee Chair

# OVERVIEW



Central Presbyterian Church, located in the heart of the St. Louis metropolitan area, was founded in 1844 and has a rich history of serving the St. Louis community for 171 years. Originally part of the Presbyterian Church—U. S., Central was a founding member of the Evangelical Presbyterian Church and joined that denomination in 1986. Today, among 496 churches in the denomination, Central is the 11th largest by membership, the 14th largest by average weekly worship attendance, the seventh largest by annual giving, and the largest by ending financial balance. It is one of the strongest biblically-focused churches in the Midwest, committed to Reformed theological distinctives, strong biblical preaching and teaching, and unwavering commitment to the gospel of Jesus Christ. The congregation is committed to a clearly defined faith lived out in a community with structure and stability.

After ten years of fruitful ministry, former Senior Pastor Dr. Dan Doriani returned to Covenant Seminary in October 2013 to fulfill both administrative and professorial roles. Since January 2014 the church has been blessed by Interim Senior Pastor Bob Hopper, whose stable leadership and challenging preaching have taught Central to respond in “high truth and high grace” to all of life’s situations and to always “do the right thing, leaving the results to God.” Central’s Senior Pastor search provides an opportunity to serve and shepherd one of the leading Evangelical Presbyterian (EPC) churches in the country.



# MISSION



Central seeks to glorify the triune God by embracing the gospel, building our community, making disciples, and transforming societies.

- **We glorify God** through our worship, administration of the sacraments, and commitment to prayer and holiness—and through all of the “by”s listed in our mission statement.
- **We embrace the gospel** by faithfully preaching Christ and teaching God’s word in corporate worship as well as in small/large groups and by loving one another well in truth and grace.
- **We build our community** by encouraging, exhorting, motivating, and edifying one another based on the love of Christ.
- **We make disciples** by encouraging the study of and meditation on the scriptures in worship, small- and large-group Bible studies, and one-on-one mentoring.
- **We transform societies** by engaging in outreach, evangelism, and ministries of mercy in St. Louis, our nation, and our world.

In 2015 Central adopted a tagline that helps us remember our mission:

**KNOW, BE KNOWN, MAKE KNOWN.**

Know—God’s word.

Be Known—In loving community with one another.

Make Known—By spreading the gospel, in word and deed, throughout our community and to the ends of the earth.

# AT A GLANCE ▶

1,750  
MEMBERSHIP



THREE  
SUNDAY WORSHIP SERVICES  
*9 a.m., 10:45 a.m., and 5 p.m.*



900

AVERAGE WORSHIP ATTENDANCE  
OVER THE PAST YEAR



MEMBER  
IN GOOD STANDING OF THE  
EVANGELICAL  
PRESBYTERIAN  
CHURCH  
SINCE 1986

See [www.epc.org](http://www.epc.org) for a denominational overview  
and "The Essentials of the EPC"



\$4 MILLION  
CURRENT CHURCH BUDGET  
IS APPROXIMATELY

\$2.9 MILLION  
CURRENT CENTRAL  
CHRISTIAN SCHOOL BUDGET



# WORSHIP

Corporate worship is primary at Central, incorporating liturgical structure and style, expository preaching, and a robust music ministry. Central offers three Sunday services: 9 and 10:45 a.m. and 5 p.m.

The 9 a.m. service features mostly classic Christian hymns with a mixture of some recent hymns sung most often accompanied by organ and piano. During most of the year, Central's Chancel Choir sings each week, and one will also frequently hear handbell choirs or a brass ensemble providing music for services.

The 10:45 a.m. service is eclectic in musical style featuring a mixture of classic Christian hymns, older hymn texts set to more modern tunes, and new hymns and modern worship songs. On any given Sunday, this service is led in worship by musicians playing such instruments as piano, guitar, bass, violin, cello, cajon, drum set, and harmonica.

The 5 p.m. service, held in the Student Center located next to Central's main building, features the same preacher and sermon as our morning services, but in a smaller, more intimate setting. The atmosphere is casual and relaxed, and the music includes both classic and contemporary songs and hymns with folk, jazz, and indie influence.



# CHURCH GOVERNANCE

Church governance at Central Presbyterian Church is accomplished through the elders in accordance with the provisions of the Book of Government of the Evangelical Presbyterian Church and the Standard of Procedure of Central Presbyterian Church. The responsibility of the Session is to provide spiritual leadership and oversight for the congregation and the ministries of the church. The Session is comprised of teaching and ruling elders, teaching elders being the senior pastor and associate pastors. Ruling elders are nominated and elected by the congregation; there are currently 24 ruling elders.

## CURRENT STAFF

### Pastoral Staff

Interim Senior Pastor

Associate Pastor—Central West End church plant

Assistant Pastor—Evangelism and Assimilation

Assistant Pastor—Spiritual Formation

Pastor—Missions and Outreach

Session has approved a search for and funded the compensation of a Pastor of Congregational Care.

### Ministry and Administrative Directors

Executive Administrator

Director of Family Ministry

Director of Communications and Technology

Business Administrator

Assistant Director of Student Ministries

Food Services Manager

Director of Music

Facilities and Operations Manager

Head of School—Central Christian School

Assistant Director of Congregational Care

Director of Women's Ministry

Co-Directors of Children's Ministry



# SESSION DECISIONS PENDING

Interim Senior Pastor Bob Hopper has been instrumental in helping Session to lead well and in bringing about healing among our staff. He put forth a metaphor that has been structurally helpful in framing issues that needed attention: Nehemiah returning with the exiled captives to rebuild the walls of Jerusalem. What walls and gates at Central were in need of repair or even rebuilding?

The search committee, elected and commissioned by the congregation, asked the Session for clarification on a number of these issues (walls and gates) which they felt should be addressed before bringing a new senior pastor to Central. They included:

**West County Fellowship:** For seven years Central has had a site congregation. In November 2014 Session voted to discontinue our site initiative, a strategy that did not fit Central's ministry style and had become operationally difficult. In November 2015 this congregation became a mission church of Central's presbytery, known as West County Presbyterian Church.

**Women in leadership:** Almost twenty years ago Central's Session adopted a position paper on the role of women in church leadership. In 2015 the Session determined to review this document, some of which had changed in practice if not officially, to determine what should stay the same and what might be changed. In March, the Session affirmed that "The Session believes that God, for his reasons and glory, has assigned the office of elder (ruling elder and teaching elder) to men." At the same time, a special study committee was formed to examine the make-up and role of the diaconate at Central. In general, the Session-authorized study committee recommended that the diaconate be a non-ordained, commissioned ministry team rather than a board of ordained officers and that the diaconate include both men and women. The Session considered this recommendation during its study meetings in November and December 2015. While no decision has been made, this question remains an "open item"; the Session continues to discuss and pray for the Lord's direction on this issue.

**Church governance:** The Oversight Task Force, formed by the Session to help frame issues for sessional consideration, after months of prayer, study, and discussion, will be bringing to the Session in the first quarter of 2016 their proposal for a new governance model. The elders overwhelmingly feel that the Session has become enmeshed in logistical and administrative matters and that elders are not free to exercise their calling to shepherd and lead the congregation. Following is the introduction to the policy partnership model that they will be proposing:

The policy partnership model offers a healthy solution to free elders to shepherd God's flock in the way God intended. This model allows two of the Bible's primary directives for church ministry to be fulfilled:

1. Elders are encouraged to exercise their shepherding roles and properly account to God for Central's life and ministry.
2. Congregation members are encouraged to exercise their Spirit-given gifts, initiative, and talent.



# FROM THE PAST TO THE PRESENT

In the early 1840s a small group of Presbyterians discerned that God was calling them to establish a church in the booming river town of St. Louis, to impact their explosively growing community for Christ. In 1844 these pioneers built the first church at 8th and Locust in now downtown St. Louis, and the journey of Central Presbyterian Church began.

Over the decades and interwoven with St. Louis' rich history, the church buildings and congregation migrated west until, in 1930, landing at the current location at Hanley Road and Davis Drive in Clayton. During the early years many of the founding fathers of St. Louis considered Central their church home and served as church leaders. At one point, Central was the largest Presbyterian congregation west of the Mississippi. There were good times and bad, but providentially, even through the toughest challenges of cholera, the Civil War, the Great Depression, and various machinations of internal church turmoil, God's hand continued to be on Central so that she might persevere in ministering to her people and serving as a light to the St. Louis community.

Nearly half of Central's 171-year history has now played out at the current location. Over the decades outstanding preachers and teachers have been drawn to proclaim the gospel from Central's pulpit, and our broken world has been meaningfully touched by Central's consistent mission outreach. This long, fruitful history speaks to a sense of profound blessing and mercy given by God over generations. The church stands humbly in awe of his faithfulness.

Today, there is a universal sense among Central's members that God is calling Central into a new era of reaching out to and evangelizing the St. Louis community, always faithfully proclaiming the gospel.

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## WHAT MAKES CENTRAL PRESBYTERIAN CHURCH UNIQUE?

- Central is an evangelical church strongly committed to the Bible as the only infallible rule of faith and practice and to the systematic preaching, teaching, and study of the Bible.
- Central is a valued ministry partner and financial supporter of many local ministries in St. Louis.
- Central is located at the center of the St. Louis region, on the border of city and county, with great opportunity to minister to the whole area. We are in close proximity to the area's primary academic, political, and medical institutions.
- Central Christian School, a ministry of the church, is an enormous strength, and one of the leading private elementary schools in the area. It is academically excellent, and racially and socio-economically diverse, pulling students from across the entire St. Louis area.
- Central is a multigenerational church with a balanced mix of people young and old.
- Central enjoys a good, collaborative relationship with a local Presbyterian seminary (Covenant Theological Seminary) and other like-minded Presbyterian churches with similar doctrinal commitments and ministry goals.
- Central has a strong and diverse music ministry that offers excellence in a range of musical styles from traditional/classic church music to more modern types of music and original arrangements and compositions.
- Central offers rich programs for children and youth with a creative and experienced staff focused on teaching the Bible and partnering with parents to disciple children.
- Central offers strong adult Sunday school communities that emphasize both teaching and community formation.
- Central offers a robust women's ministry that engages women in studying scripture, building relationships, and serving the broader community.
- Central supports a vibrant ministry of foreign missions all around the world, with a special emphasis on supporting native/national missionaries working in their own cultures and countries.



# CENTRAL CHRISTIAN SCHOOL

Central Christian School, a covenant school, is a vibrant educational community equipping children to be thought-leaders, prepared to relevantly engage with their world. Founded in 1957, the school is located across Hanley Road from the main church campus and occupies its own building as well as an adjacent and separate 5th- and 6th-grade center and a two-story parking facility (the top level of which serves as a playground). It is:

- distinctly Christian,
- committed to stellar academics,
- racially diverse,
- pre-K through 6th grade, and
- currently enrolling close to 300 students representing 46 zip codes and 65 congregations.

CCS has grown to be the third largest independent elementary school in our metropolitan area. (Private schools, both independent and parochial, have a strong presence in St. Louis.) Led by Head of School John Murray, who came in 2014, the school has a strong and cohesive faculty and administrative staff and a beautiful reality of community. It is one of the church's strongest outreaches and ministries to the wider community, and it is also a major source of new members for the church.



## PHYSICAL FACILITY DECISIONS

Located in the heart of the City of Clayton in Saint Louis County, the church campus is somewhat landlocked and relatively small for Central's membership size. Several years ago a master plan for expansion on the existing footprint was developed, and in 2014 Phase I of that plan was completed, the construction of a state-of-the-art Student Center and a two-level parking structure adjacent to the main church building. The Session and staff are currently praying, studying, and discussing whether now is the time to move forward in building Phase II, the final piece of the master plan, an outreach center. This would be a three-story, 24,000-square-foot addition that would provide tremendous benefits to Central in enabling the church to accomplish its mission of reaching the community for Christ:

- An expanded front entrance that would radically improve the "front door" environment, with large and inviting places to gather
- State-of-the-art accessibility to all levels and to the Sanctuary
- Multi-purpose space for large events
- Classrooms and additional spaces for both children and adults

The physical facility of Central Christian School is also in need of renovation, expansion, and/or rebuild. The school building, across Hanley Road and north one block from the church, was constructed in the mid-1970s around an existing brick house. Every available square foot of space has been creatively used, but the school is full to capacity. Preliminary architectural designs have been prepared for possible ways to make these improvements, and the Board of CCS is prayerfully considering how to transform their dreams into reality. Session has also commissioned a study team to explore the idea of expanding CCS through the 7th and 8th grades.

# EXPECTATIONS AND CRITICAL ABILITIES OF THE IDEAL SENIOR PASTOR

The Session and members of CPC are eager to see how God writes the next chapter in the life of the church. They are eager to grow, both spiritually and numerically, in order to make a greater impact for Christ in the St. Louis area and around the world. They are looking for in a senior pastor both critical abilities to DO certain things as well as personal qualities of BEING in order to do them well. They include:

- **Solid biblical preaching:** The next senior pastor must be a gifted communicator committed to preaching biblical truth with the goal of leading Central's members to love the Lord their God with all their hearts, minds, and souls. Both preaching and the application of biblical truth to personal lives are critically important. This pastor must have solid and extensive biblical knowledge as well as Reformed theological beliefs, but also a broken and transformed, gospel-centered heart. He must be a passionate pursuer of personal holiness and live a life of heartfelt dependence on the Lord.
- **Mission-focused strategic leadership:** The next senior pastor should have the capacity for casting a vision that keeps Central focused on the church's primary goals of outreach and evangelism through multiple ministry venues as well as growth towards personal spiritual maturity and deeper community. He must have the ability to lead the congregation in the direction of realizing that vision. This requires many things, but especially a healthy sense of self-differentiation, a high "EQ" (emotional intelligence), and an accessible style (not remote or aloof).
- **Collaborative leadership and team building:** Central is looking for a senior pastor who is capable and motivated to build and mentor the whole staff (pastoral as well as ministerial and administrative). He must understand what motivates people to be and do their best and have the ability to train, encourage, and empower the staff to use their gifts and abilities to do their jobs with excellence. The senior pastor must be a shepherd to the staff as well as to the Session and congregation. Staff unity in spirit, purpose, and communication is a critical goal.
- **Relationships and pastoral care:** Relationships are important to the believers at Central; there is a strong sense of family within this body of Christ. Both leaders and members expect the senior pastor to be warm, welcoming, and engaging, meeting and greeting congregants on Sundays, developing relationships in and around church activities, and genuinely caring for the "flock."
- **A high commitment** to Reformed Christian education of our youth and especially to Central Christian School
- **Commitment to excellence:** The senior pastor must value and wisely prioritize excellence as he leads, builds relationships, makes decisions, and casts vision. He must be a consummate and perpetual learner, always growing and seeking to better understand.

## EDUCATION AND EXPERIENCE REQUIRED

- Undergraduate degree
- M. Div. degree from a respected Reformed seminary
- Minimum 10 years of pastoral experience
- Experience supervising a multiple pastoral staff



# LOCATION

## CLAYTON, MISSOURI (A ST. LOUIS SUBURB)

The City of Clayton, located just west of the City of St. Louis, is recognized throughout the metropolitan area for the outstanding quality of life which has become its trademark. Clayton combines a bustling downtown with quiet, secure residential neighborhoods. It is a chic suburban community with an urban flair. Clayton is the hub of metropolitan St. Louis and the seat of St. Louis County. Clayton's central location and convenient access to several interstate highways and major arteries place it within minutes of just about anywhere in the region. While 81% of Clayton's land is dedicated to residential or park use, the city's central business district combines 7,000,000 square feet of prestigious office space with the vitality of 1,000,000 square feet of retail space.

This safe suburban community with its sophisticated cityscape provides the best of all worlds. With a mix of stately single-family homes, condominiums, and multiple-family apartments, Clayton's exceptional residential neighborhoods offer a choice of living styles and price ranges, and most are within walking distance of business districts, offices, restaurants, galleries, and specialty boutiques and shops.

Clayton's bustling downtown is the region's premier business district and home to Forbes and Fortune 500 headquarters and branch offices. Clayton maintains one of the highest commercial occupancy rates in the region.

Clayton is also home to several stellar private institutions of higher education, including Washington University, Fontbonne University, and Concordia Seminary.

Clayton's Parks & Recreation Department not only maintains the city's many well-manicured parks, it also conducts a multitude of athletic activities on lighted baseball, softball, sand volleyball, and soccer fields and tennis courts. The Center of Clayton, the city's 124,000-square-foot community recreation center, offers sports, fitness, swimming, recreational, educational, and lifestyle-enhancing programs.

The St. Louis area's finest attractions are within a 15-minute drive of Clayton: the Gateway Arch, Busch Stadium (home of the baseball Cardinals), the Edward Jones Dome (home of the St. Louis Rams), the St. Louis Art Museum, the Muny Opera, the St. Louis Science Center, the St. Louis Zoo, Powell Symphony Hall, Fox Theatre, the Scottrade Center, and the Missouri Botanical Garden. The newly renovated Forest Park is just east of Clayton. Lambert International Airport is only 12 minutes away.

# APPLICATION AND INQUIRY PROCESS

The Senior Pastor Search Committee of Central Presbyterian Church has retained JobfitMatters Executive Search, a practice of SIMA International, to assist in the search for their Senior Pastor. SIMA has over 50 years' experience in working with growing organizations in the selection of senior leadership.

Tommy Thomas and Laura Coverstone will be coordinating this search process and working very closely with Central's search committee in identifying and qualifying candidates for this position. The final decision will be made by the search committee and the congregation of CPC.

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone beyond the search consultants without prior consent, nor will reference contacts be made until mutual interest has been established.

In order to get to know you better, please provide a comprehensive resume/CV. When writing the resume/CV, substance is of more interest than brevity. Give enough information so that the breadth and substance of your ministry experience is understood. When describing your work at each position it would be helpful for us to know:

- factors influencing your call to this particular church,
- total membership of the church,
- worship style of the church,
- ministry philosophy (seeker-friendly, seeker-driven, expository preaching, topical preaching, missions emphasis, outreach strategy, etc.),
- size of the staff and how you fit into the team,
- direct reports,
- specific responsibilities,
- highlights of your ministry, and
- factors influencing your decision to leave this church for another call.

In order to help us get a more complete picture of you and your suitability for Central Presbyterian Church, in addition to your resume, please respond to the following questions:

1. Share your personal faith story. How and when did you enter a personal relationship with Jesus Christ? How do you personally practice your faith in everyday life?
2. Based upon what you have learned about CPC from this document and any other personal due diligence you may have conducted, what specifically attracts you to this position? [Please note that the CPC website is being upgraded in January 2016 and is, currently, sometimes inaccurate.]
3. Please provide a minimum of five references (including at least two subordinates, a supervisor or overseer, and a peer). Include phone and email information for each reference. We will not contact references until later in the process and only with your approval.
4. Please provide at least two links to audio or video recordings of recent sermons.

Submit this information in *one* Microsoft Word (.doc or .docx) document to:

Tommy W. Thomas

JobfitMatters Executive Search

[resumes@simainternational.com](mailto:resumes@simainternational.com)

Phone: (615) 261-4623