

Central Presbyterian Church

St. Louis, MO

Church

Executive Placed

Clay Smith in 2016 (3 years)
then **Charles Godwin and Ben Tzeng in 2017 (2 years)**



Situation

Central Presbyterian Church has been served by remarkable senior pastors over its 175 year history, but it also has experienced tragic

loss and pain over the years. After a successful tenure of a strong teacher and theologian, Senior Pastor Dan Doriani, Central was served well by

having an outstanding interim in place for a period of study, prayer, and preparation for the next Senior Pastor.



Strategy Deployed

Central Presbyterian Church is a large church in the Evangelical Presbyterian Church (EPC) and has a long history of being a leader in the denomination. The successful candidate needed to come from the EPC denomination or a denomination in theological alignment such as the PCA, etc. Our strategy involved

networking with the hundreds of leaders within those denominations.

When we began, we took the church through our robust Church Assessment Tool (CAT), which allowed the elders and search committee to hear from the entire congregation about strengths and

weaknesses in the church, overall health, and attributes needed in the next Senior Pastor. In addition, we conducted dozens of one-on-one listening sessions with key individuals and groups. This helped us define clearly the type of pastor we needed to identify.



Outcome

After dozens of strong candidates were brought forward and several finalist candidates were considered, it was clear to JobfitMatters and Central Presbyterian Church's leadership that Clay Smith was clearly well-suited to fill Central's Senior Pastor role. Having served as an assistant pastor at Central Presbyterian Church earlier in his career, Clay was serving as Senior Pastor at a PCA church in North Carolina. Clay was deeply loved there and shepherded a period of growth and health, so he was reluctant to leave, but ultimately through many conversations with

the search committee and a deep investigation of his motivated abilities using his SIMA MAP®, he clearly felt God's call to return "home" to Central Presbyterian. Soon after Clay arrived, he was able to begin filling some key roles which had intentionally been held open until the new Senior Pastor arrived. JobfitMatters was pleased to once again serve Central Presbyterian in the important work of building out Clay's team. Ben Tzeng was selected as Pastor of Evangelism and Assimilation, and Charles Godwin will be selected as Pastor of Congregational Care.

"To say that we are very thankful for the results of JobfitMatters' work to bring Ben and Charles to Central would be an understatement. There is a sense of excitement at Central, and we are thankful for how God has used you to be part of it,"

— Tim Page, Central Presbyterian Church Administrator.