

# Ministry Discernment Profile

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## Ministry Profile Information

**Ministry Name:** First Presbyterian Church of Libertyville

**Congregation or Organization Size:** 876 members

**Average Worship Attendance:** 300

**Church School Attendance:** 35

**Curriculum:** Spark Classroom (Augsburg Fortress / Sparkhouse)

**Community Type:** Suburban

**Intercultural Composition:** Prefer not to answer — 0%

Asian/Pacific Islander/South Asian — 1%

Black/African American/African — 1%

Hispanic/Latinx — 2%

Native American/Alaska Native/Indigenous — 0%

Middle Eastern/North African — 0%

White — 95%

Multiracial — 1%

## Position Requirements

**Position Title:** Temporary Associate Pastor (Interim)

**Position Type:** Transitional/Interim Pastor

**Experience Required:** 5-10 Years

**Specify Title / PT Work Hours:** Temporary Associate Pastor (Interim); full-time

**Employment Status:** Full-time

**Training/Certificate Requirements:** Interim Ministry Training preferred; Clinical Pastoral Education training preferred

**Other Training:** Familiarity with a large-church context in the PC(USA); compassion, good humor, and a collaborative spirit; experience supporting pastoral care, fellowship-building, staff collaboration, and broad congregational engagement; familiarity with implementing and sustaining a grass-roots congregational vision.

**Language Requirements:** English

**Other Languages:** None required

**Statement of Faith Required:** No

**Open to a clergy couple:** Yes

**MDP Application Deadline:** August 31, 2026

## Compensation and Housing

**Minimum Effective Salary:** \$75,000

**Housing Type:** Housing Allowance

## Mission/Vision Statement

**Text:** We joyfully embrace the transformative love of Christ, fostering connections that transcend barriers. We are a community of hope and discipleship that strives to celebrate and empower every person to flourish in the light of God's love.

## Tasks, Expectations, Duties, Supervision, Assignments, and Responsibilities

**Text:** The Temporary Associate Pastor (Interim) reports to the Head of Staff and serves as an ordained colleague during a season of transition, with primary emphasis on strengthening fellowship, belonging, and pastoral care across the congregation. In a congregation of approximately 876 members with average worship attendance of about 300, this pastor will cultivate relational connection, support ministries of welcome and member engagement, collaborate in congregational care, and help the church deepen its life together as a community of hope and discipleship. The pastor will work closely with the Head of Staff, the Director of Communication and Member Ministry, the Transitional Minister for Pastoral Care, and the part-time Associate Pastor for Congregational Enrichment so that care, connection, formation, and participation remain coordinated and responsive. In addition to this primary focus, the pastor will bring transitional availability to support Christian Education and the Committee on Anti-Racism & Equity as needed in collaboration with staff and lay leaders.

## Narrative Responses

**1. Vision for Ministry:** First Presbyterian Church of Libertyville is a congregation of approximately 876 members seeking to deepen its calling as a welcoming, spiritually grounded, and outward-facing church. Its vision is to be a community of hope and discipleship that celebrates and empowers every person to flourish in the light of God's love, where faith and love become action, and all are truly welcome. Through worship, formation, compassionate care, fellowship across generations, and meaningful opportunities for service, the church seeks to strengthen relationships within the congregation and extend Christ's love into the wider community. As a Matthew 25 congregation, First Pres also seeks to build congregational vitality, dismantle structural racism, and participate in the work of justice and mercy in tangible ways.

**2. Nature and Context of the Community:** First Presbyterian Church of Libertyville serves a suburban community and is a sizable congregation with average worship attendance of about 300. The church has deep roots as a historic congregation and also seeks to respond creatively to changing needs in both congregation and community. This season has highlighted the importance of strengthening pastoral care, fellowship, participation pathways, and cross-ministry coordination so that people experience church life as connected and welcoming rather than fragmented. The congregation hopes to address these needs by

aligning staff and volunteer leadership more intentionally and by supporting ministries of care, Christian Education, and Anti-Racism & Equity in ways that reinforce belonging, discipleship, and community engagement.

**3. How This Call Complements Other Staff and Volunteers:** This call is designed to complement a multi-person transitional staff structure rather than function in isolation. The Head of Staff retains overall leadership, supervision, and institutional direction; the part-time Associate Pastor for Congregational Enrichment remains focused on Christian formation, worship participation, and relationship-based ministry; the Director of Communication and Member Ministry coordinates communications, membership systems, and engagement pathways; and the Transitional Minister for Pastoral Care provides direct care leadership, visitation, and support for lay care ministries. The Temporary Associate Pastor (Interim) complements these colleagues by emphasizing fellowship, belonging, and the pastoral integration of congregational life, while also offering transitional availability to support Christian Education and Anti-Racism & Equity so that the congregation's short- and long-term goals remain connected to its call to discipleship, justice, and compassionate community.

**4. Skills, Gifts, and Training Sought:** The congregation seeks a pastor with strong relational intelligence, emotional maturity, theological depth, and the ability to lead in a season of transition. Desired qualifications include training in interim or transitional ministry, familiarity with a large-church context in the PC(USA), and prior Clinical Pastoral Education training. The person should bring compassion, good humor, and a collaborative spirit, with experience supporting pastoral care, fellowship-building, staff collaboration, and broad congregational engagement. Familiarity with implementing and sustaining a grass-roots congregational vision will be especially valuable so that member energy and callings are honored, coordinated, and encouraged in this season.

**5. Areas of Ministry Responsibility:** The Temporary Associate Pastor (Interim) will help strengthen fellowship, pastoral care, and congregational engagement in collaboration with the Head of Staff and other staff colleagues. This may include helping people connect more deeply to the worshipping community, supporting ministries of welcome and belonging, partnering in care and reconnection efforts, and sharing in worship leadership, preaching, and other pastoral responsibilities as needed. The pastor will also bring transitional support to Christian Education and to the Committee on Anti-Racism & Equity as appropriate, while remaining flexible in response to evolving congregational needs during this season of transition.

## Supporting Links

**Link 1:** <https://firstpreslibertyville.org/>

## References

**Reference #1:** The Rev. Craig Howard | Executive Presbyter of the Presbytery of Chicago | 312-488-3000 ext. 2 | [choward@chicagopresbytery.org](mailto:choward@chicagopresbytery.org)

**Reference #2:** The Rev. David Ezekiel | Commission on Ministry Representative | 312-215-2222 | [davidezekiel@sbcglobal.net](mailto:davidezekiel@sbcglobal.net)

**Reference #3:** Ruling Elder Liz White | First Pres Member of the Leadership Team for the Vision Plan, Former Long Range Planning Chair | 847-606-1582 | [lizwhite1441@gmail.com](mailto:lizwhite1441@gmail.com)

## **PNC Chair Contact**

Dr. Rebecca Nelson

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## **MDP Competency Match Criteria**

- 1. Expresses concentration in a conversation by being attentive, making good eye contact and not interrupting other, showing interest, and showing empathy for what is being said.: 95%**
- 2. Analyzes their audience before talking to them, adjusting to different circumstances and audiences, so to make each individual feel as they are speaking to them.: 90%**
- 3. Can communicate the observations they make when identifying weaknesses within ministry, themselves, or the community in a wise and discerning way, explaining their vision, and responding why and what kind of change is required.: 85%**
- 4. Embraces the humanity and Christian principles from the values, stories and objectives passed through generations, using Reformed Theology as their root of principles and vision, using traditions in worship or ministry as a means of comfort and belonging.: 75%**
- 5. Takes time to examine the task, needs and capabilities of the situation and people, choosing the best way to respond to each one by assessing their approach to lead a team, and shares their plans with the members of the team.: 85%**
- 6. Self-motivated individual that takes the initiative to start and finish a task given, while working towards a goal, so they can enjoy the rewards of solving a problem.: 80%**
- 7. Values their experience in life, they continue their education, builds on strengths, and seeks assistance to develop the weak traits.: 65%**
- 8. Creates learning opportunities for active participants and as a collaborative way, by designing lesson plans that teach concepts, facts and theology.: 60%**
- 9. Contributes intentionally to the happiness and well-being of others, by having genuine interest in seeing others thrive, providing honest and genuine feedback and acknowledging relationships.: 95%**
- 10. Thrives in challenges with humility and vulnerability, recognizing that asking for help makes them better at their job and surrounding themselves with people that can be smarter at different things.: 90%**
- 11. Recognizes how their emotions affect their performance, their inner resources, abilities, and limits, and are honest in their positive and negative biases, and own strengths and weaknesses.: 95%**

**12. Sees the differences in society as values for ministry and recognizes the strengths and weaknesses in each by studying, talking, and involving themselves in the discussion of issues.: 80%**

**13. Defines roles clearly in an interdependent environment forming trust form others in their future planning, goal setting/defining and finds the means along the way to produce a vision with creative work and play.: 75%**

**14. Communicates goals and expectations clearly, delegating onto others certain tasks they acknowledge to have a better result and can plan, prioritizing and studying the capabilities of the organization financially or in human resource.: 70%**