



Ministry General Information

Ministry Name	Presbytery	Synod
First Presbyterian Church	Florida	South Atlantic
Email	Preferred Phone	Website Address
office@oldfirstchurch.org	850-222-4504	www.oldfirstchurch.org
Mailing Address	Alternate Phone/Email	Community Type
110 N Adams St, Tallahassee, FL 32301-7718		Small City
Congregation or Organization Size	Curriculum	Average Worship Attendance
101-250 members	Bible study classes for adults and youth. Inquirers class featuring varying topics.	95
Church School Attendance		
65		
Intercultural Composition		
White: 94%, Black/African American/African: 2%, Multiracial: 2%, Native American/Alaska Native/Indigenous: 2%		

Information about the Position

Position Requirements

Position Type(s)

Solo Pastor: Installed

Language Requirements

English

Experience Required

5 to 10 Years

Statement of Faith required?

Yes

Employment Status

Full-time

Are you open to a clergy couple?

Yes

Ministry Requirements

Church Mission/Vision Statement

With resilience, we sing justice and embody hope in Christ with open minds, hearts, and hands. We are a vital, active, and aging PC(USA) congregation that leverages our wisdom, time, resources, and historic place and space for witness to the gospel today.

With joy, we value tradition in worship and a hospitable welcome for all. We are a community focused on pursuit of social justice locally and globally. We embrace flexibility. We are washed in the waters of Baptism.

With complicity, we recognize our sinfulness. We seek to do justice, love kindness, and to walk humbly with God. We care about God's good creation. We gather at God's table and are sent into the world.

With curiosity, we engage in innovative instruction and the study of scripture, and seek to invite others into our ministries. We are an intergenerational family who engages our neighbors to repair the breach of systemic injustices in the name of Christ's love, justice and mercy.

With compassion, we wrestle with the brokenness of the world. We are social justice advocates; we nurture and care for one another and those who are vulnerable. We are partners with the First Presbyterian Preschool, which shares our building and provides education for young children from diverse

economic and racial backgrounds as a vital part of our ministry in the community.

We are a caring church family bound by the work of the Holy Spirit in God's love in Jesus Christ.

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position

Preach and preside over worship and sacraments; plan liturgy and worship music; conduct weddings and memorial services.

Develop educational programs for different age groups as well as mixed age groups.

Provide pastoral care and ensure regular visitation; maintain relationships with residents at Westminster Oaks and other senior residences; support fellowship opportunities.

Help the congregation to discern mission opportunities and integrate mission into congregational life; be familiar with community-based groups active in FPC's mission areas of hunger, housing, and creation care.

Oversee church administration and operations; work with Session and ministry teams to develop and clarify administrative procedures as necessary; attend Worship team meetings regularly and other ministry team meetings as needed.

Moderate Session; communicate regularly with congregation about the work of the Session; ensure continuity in leadership of ministry teams.

With staff, publish weekly newsletter and worship bulletins; ensure congregation is kept informed about worship, education, and mission opportunities.

Supervise part-time Communications and Administrative Coordinator, part-time Financial Administrator, and Custodian; conduct annual performance reviews with Personnel Team.

Work with Presbytery and national PCUSA; maintain relationships within presbytery, e.g., Dogwood Acres and UKirk Tallahassee.

Maintain relationships with other places of worship to encourage inter-faith understanding and cooperation towards mutual goals.

Maintain relationship with First Presbyterian Preschool; work with session and FPP board to continue clarifying the church-preschool relationship; support FPP as a mission of the church.

Compensation & Housing

Minimum Effective Salary

70000

Housing Type

Housing allowance

MDP - Narratives

How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

Our vision for ministry embraces worship in the Reformed tradition, anchored in the Word and music, as a response to God's call to serve and honor God. We live out this vision by providing intergenerational ministries and educational programs to encourage our members to form meaningful relationships and explore a variety of opportunities to serve others. We place a high value on participation of members of all ages in worship, music, and Christian education. First Presbyterian Church (FPC) endeavors to equip members of all ages and life stages for ministry and leadership.

We are called to address socioeconomic and political justice needs, and to work to care for God's creation. We acknowledge our part in systems that advantage some neighbors and disadvantage others, and seek ways to walk in partnership with people from other denominations and faith

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traditions. We believe witnessing to the Gospel is what we do not only on Sunday mornings, but throughout the week; and not only in the sanctuary, but in every way our resources are used.

FPC aspires to be an open, loving, forgiving, and healing body, welcoming all children of God. We are a Covenant congregation that seeks to ensure the full participation and representation of people of every race, ethnicity, gender identity and sexual orientation. As followers of Jesus Christ, we recently affirmed a dedication to diversity, equity and inclusion in our life together and our actions beyond the walls of the church.

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

We are an historic, vibrant downtown congregation in the capital city located two blocks from the State Capitol and city and county offices in one direction, and five blocks from the Governor's Mansion in the other. Two major universities, Florida State University and Florida Agriculture and Mechanical University, a historically black university, are located here, along with Tallahassee State College. Our downtown manifests economic disparities expressed in homelessness and lack of food and encompasses one of the poorest zip codes in the state.

FPC addresses the emerging needs of our community by providing a safe and welcoming place for all people. When indicated we speak truth to power to the county, city, and state government. FPC collaborates with other downtown churches to address hunger issues by providing lunch to those in need during the week. We work closely with groups such as Community Action Justice Ministry to address housing issues and other emerging needs of the disadvantaged population. We also provide assistance to community groups such as Second Harvest (food bank), Habitat for Humanity (housing), the homeless shelter, veterans, and other agencies providing care and outreach to the needy.

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

We partner with First Presbyterian Preschool, located in the church education building, which provides support for many children in low-income families. FPC also provides a gathering space for groups promoting social justice in the capital city.

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

Our congregation has transitioned from having a long-term, full-time staff to a part-time staff and increased reliance on volunteers. Our part-time staff includes an organist, a choir director, a communications and administrative coordinator, a financial administrator, and a custodian. During the current pastoral transition we have a part-time designated pastor with primary responsibility for preaching and pastoral care, and a part-time director of spiritual formation who is responsible for many aspects of day-to-day administration, in coordination with the session.

In addition, we have recently reduced the Session from 21 members to 15 and have reinforced the leadership roles Session members play on various ministry teams.

The senior pastor/head of staff will need to continue this progress by encouraging and energizing the congregation to fill lay leadership roles. The senior pastor will also need to communicate effectively with the larger congregation about the work of the Session.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

We highly value preaching that inspires, educates, and challenges. The new senior pastor should demonstrate a commitment to intellectual

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curiosity and a progressive theological perspective, as well as an ability to craft inspired worship in the reformed tradition.

We also highly value education, and the senior pastor should have the ability to teach and communicate with groups of all ages. The senior pastor will need to work with children and families to create positive learning and worship experiences.

We have a long tradition of engagement in the wider community and would want the next senior pastor to be able to engage with colleagues from other faith traditions and local community leaders, as well as other PCUSA congregations. In addition, because of our location, it will be helpful for the senior pastor to be comfortable engaging with members of the community, including the unhoused.

We have done significant work in the last 18 months to heal from tensions that arose during two pastoral transitions, including the establishment of an Envisioning Reconciliation Committee partially funded by a ReKindle grant. We practiced “compassionate witnessing” in listening circles that were available to the entire congregation. We hope the senior pastor will be able to build on this work.

As head of staff the senior pastor should have experience as a supervisor, an ability to delegate when appropriate, and a commitment to working collaboratively.

What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

Preside over worship, coordinating liturgy and music in collaboration with talented music staff with diverse worship experience. Conduct weddings, funerals, memorial services, and baptisms.

Participate in education for all ages, working with the Spiritual Formation team to develop programs.

Provide pastoral care, with special emphasis on the homebound or bereaved; ensure regular contact with members living in local retirement

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or continuing care communities, including delivery of communion.

Help the congregation discern and pursue mission opportunities and work with other church and community groups. For example, a Healing Racism Task Force created in 2020 in response to the Black Lives Matter movement wanted to acknowledge and condemn the role slavery played in the church's history. This led to a plaque being placed outside the sanctuary acknowledging that the labor of enslaved people helped build the original building and that the congregation once excluded people based on race. The Interim Pastor and task force worked with the Black History Alliance to publicize the plaque, and in February 2024 the church hosted a service at which one of the speakers was Reverend Jermaine Ross Allam, Director of the PCUSA Center for the Repair of Historic Harms.

Work with the financial administrator, Treasurer, and Session to continue to refine internal policies, ensure efficient management practices, and foster stewardship of our physical and financial resources.

Optional Links

Our History - -

<https://www.oldfirstchurch.org/our-mission-our-church-our-history/>

Ways to Serve - -

<https://www.oldfirstchurch.org/4995->

References

Reference #1

Reference #2

Reference #3

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