

**Church Leadership Connection**  
The Call System for the Presbyterian Church (U.S.A.)

**Mif #: 09443.AE0**

**Ministry General Information**

<b>Ministry Number</b>	09443
<b>Ministry Name</b>	North Shore Presbyterian Church
<b>Mailing Address</b>	4048 N Bartlett Ave Shorewood, WI 53211
<b>Phone</b>	414-332-8189
<b>Fax</b>	
<b>E-Mail</b>	office@northshorepres.org
<b>WWW Address</b>	www.northshorepres.org
<b>Ministry Size</b>	101 - 250 members
<b>Ethnic Composition</b>	
	Asian 2%
	Black or African American (African Native, Caribbean) 3%
	Hispanic Latino/Latina, Spanish 1%
	White 94%

<b>Average Worship Attendance</b>	60
<b>Church School Attendance</b>	5
<b>Curriculum</b>	Unk.
<b>Yoked</b>	False
<b>Presbytery</b>	MILWAUKEE
<b>Synod</b>	SYNOD OF LAKES AND PRAIRIES
<b>Community Type</b>	Suburban
Ten-year trend statistics of this church/organization <a href="#">Show Statistics</a>	

**Information about the position**

<b>Position:</b>	Solo Pastor
<b>Experience Required:</b>	No Experience
<b>Specific Title:</b>	
<b>Employment Status:</b>	Full-time

<b>Language Requirements:</b>	
	English

<b>Other Language:</b>	
<b>Statement of Faith Required:</b>	
<b>Clergy Couples:</b>	True

<b>Training/Certificate Requirements:</b>	
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<b>Other Training:</b>	
<b>Brief Church Mission Statement:</b>	

# Church Leadership Connection

## The Call System for the Presbyterian Church (U.S.A.)

Creating a Spiritual Home,

Growing the Covenant Family

By the grace of God, the people of North Shore Presbyterian Church are called to be a Covenant Family that embraces hope, transforms relationships, nurtures faith in Christ, and commits to service in Christ's name.

### **What is the congregation's or organization's vision for ministry:**

We describe ourselves as "the Covenant Family," referring to our support for one another. Through struggles of the world and of the individual soul, we covenant to be present for one another, reflecting God's love in caring relationships and service.

The year 2022 marked NSPC's 100th anniversary. We value preaching that touches both the head and the heart, our tradition of outstanding music, and robust opportunities for the congregation to gather and form closer bonds. Important, meaningful parts of our church life include the chance to set aside worry and lay burdens down; the chance to "power up" for the week ahead; and experience fellowship, forgiveness, and non-judgmentalism.

In recent years, we have moved from a multi-pastor model to a solo-pastor model, with strong office administration support and a dedicated, long-serving professional music staff.

We have seen the movement of the Spirit through increased mission activity, new community partnerships, and Christian education opportunities for children and adults. Our congregation embraces mission activities as an expression of their faith. Under the leadership of our talented interim pastor, the last two years have seen healing and recovery from the departure of our prior pastor and the pandemic. We are moving forward with faith and optimism.

### **How do you feel called to reach out to address the emerging needs of your community or constituency:**

We feel a need for connection, well-being, spiritual development, and to alleviate suffering in the world. Our Deacons support the pastor in communion and care visits and keep the congregation connected through a card and celebration ministry. Mission efforts, weekly Bible study and special services also nourish our congregation.

Milwaukee and its suburbs are a wonderful place to live, with many cultural and recreational opportunities and a robust economy. But of course there is still poverty and injustice that our church is called to address. In the larger community, we work with Peace Learning Center; Interchange Food Pantry; Divine Intervention, a seasonal program for people experiencing homelessness; Larry Under the Bridge, supporting those facing homelessness with bag meals; and Pathfinders, a youth service organization. A new initiative in 2022 was Food for the Journey, for which we built a vegetable garden to supply food pantries. Congregation members also provided financial and social support for an Afghan refugee family. For more than 60 years, we have joyfully celebrated a joint Thanksgiving service with a local Jewish congregation.

We believe in engaging in the civic life of the community. Our church building is the local polling place, the emergency muster location for the local elementary school, and a meeting place for nonprofits. Our Neighboring Committee is working on local outreach to Shorewood residents.

### **How will this position help you to reach your vision and mission goals:**

Our next pastor will partner with us to build on our strengths, to nurture our faith and spirituality through meaningful worship, Christian education, and mission outreach.

Generous giving from our current congregation has not been enough in recent years to meet our fixed budget. We are blessed to be able to cover the funding gap with our substantial Legacy Fund. The congregation and pastor will need to actively explore sustainable options and ultimately choose a path that is in accordance with our mission.

In the last decade, we have been through several periods of discernment and re-direction of our mission efforts. We see opportunities for more extensive use of our facilities and, as we move past the pandemic phase, more opportunities for gathering and fellowship for the wider community. Shifts in the congregation have also resulted in substantial adjustments to Sunday school offerings. Our new pastor will help us navigate all these changes, approaching them as opportunities to better live out our mission.

A current challenge is in finding the balance between pastoral leadership and lay-led initiatives and avoiding burnout on both sides. We know that a solo pastor cannot do it all, and we will work in partnership with them. We have a talented congregation that is actively engaged in serving and building community. Our called pastor will help us identify and further develop our unique leadership gifts.

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### **Provide a description of the characteristics needed by the person who is open to being called to this congregation and or organization:**

We are seeking a hopeful and compassionate leader to guide our congregation through a time of reinvigoration. Someone who sees the challenges we are facing but also recognizes our strengths and positive attributes. Someone who is eager to walk with us as we chart this next chapter in our long history.

We are seeking someone who is warm and welcoming, someone who can connect with all ages. The desire and willingness to provide pastoral care to individual members, including home and hospital visits, will also be important, particularly in times of need. Successful recent leadership has been characterized by approachability and personal connection, with engaging sermons preached both from the pulpit and the floor. Worship is a time of connection and celebration within the covenant family, and we value strong preaching and worship leadership.

Given our reliance on our Legacy Fund for ongoing operations support, we also need someone who has experience with financial issues. Specifically, our pastor needs to collaborate with our Session and congregation to determine a long-term, sustainable approach that supports the vision and mission of NSPC.

The ideal candidate will partner with us to maintain our congregation's most honored traditions as a covenant family, while facilitating our desire to be adaptable and open to change.

### **What specific tasks, assignments, and program areas will this person have responsibility?**

Along with leading worship, the pastor will be closely connected to individual commissions and committees, led by dedicated volunteers from the congregation. They will need to work with committee chairs to encourage the development of leadership from the congregation. The pastor will moderate Session and will participate in some, but not necessarily all, commission and committee meetings, which are held both in person and via Zoom.

The pastor will directly supervise the full-time office administrator and part-time facility manager in the daily operation of the church. The pastor will also collaborate with the part-time director of music and organist. Our talented and enthusiastic office administrator, in particular, will be a help to our new pastor's ministry.

Beyond the walls of the church, the pastor will develop productive relationships with the Presbytery, its member churches, and other local congregations. They will develop relationships with NSPC's immediate Shorewood community and the broader Milwaukee area mission partners and community officials, to represent the congregation and promote our desire to serve and engage with those outside our church.

### **Optional Links:**

<https://www.northshorepres.org/>

<https://www.shorewoodwi.com/>

<https://www.visitmilwaukee.org/>

### **Leadership Competencies:**

Compassionate

Hopeful

Preaching and Worship Leadership

Communicator

Change Agent

Strategy and Vision

Financial Manager

Collaboration

Interpersonal Engagement

Motivator

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<b>Compensation and Housing: <u>Cost of Living Calculator</u></b>
<b>Minimum Effective Salary:</b> \$70,000
<b>Housing Type:</b> Housing Allowance

<b>References:</b>				
<b>Name</b>	<b>Address</b>	<b>Phone Numbers</b>	<b>Relation</b>	<b>Email</b>
JP Kastner	n/a	414-731-9059	Former member	jpkastner@gmail.com
George Neureuther	n/a	414-690-5448	Interchange Food Pantry Director	Interchangeoffice@gmail.com
Sean DeBoth	n/a	262-488-8271	Choir director	sdeboth@wi.rr.com

<b>Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?</b>
Yes
<b>Version Track Info: This MIF was last updated on 04/25/2023</b>

**Self-referral Contact Information**

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<b>COM: Elder Rachel Yates</b>  <b>Daytime Phone</b> (414)292-2740  <b>Fax</b>	<b>Address</b> 6767 W GREENFIELD AVE, MILWAUKEE WI 53214  <b>Office Phone</b> (414)292-2740  <b>Email</b> ryates@pbymilwaukee.org
<b>PNC: David Lewellen</b>  <b>Daytime Phone</b> 4144776500  <b>Fax</b>	<b>Address</b> 5822 N. Sunny Point Rd.  <b>Office Phone</b>  <b>Email</b> davidlewellen@gmail.com