

Ministry General Information

Ministry Name	Presbytery	Synod
Lafayette Avenue Presbyterian Church	New York City	The Northeast
Email	Preferred Phone	Website Address
info@lapcbrooklyn.org	718-625-7515	www.lapcbrooklyn.org
Mailing Address	Alternate Phone/Email	Community Type
85 S Oxford St, Brooklyn, NY 11217		Urban
Congregation or Organization Size	Curriculum	Average Worship Attendance
251-400 members	The church school adapts to follow the minister's curriculum from The Living Word. We're currently following our interim's curriculum from the Revised Common Lectionary	150
Church School Attendance		
Intercultural Composition		
Black/African American/African: 57%, White: 34%, Hispanic/Latinx: 5%, Asian/Pacific Islander/South Asian: 3%, Multiracial: 1%		

Information about the Position

Position Requirements

Position Type(s)

Solo Pastor: Installed

Language Requirements

English

Experience Required

2 to 5 Years

Statement of Faith required?

Yes

Employment Status

Full-time

Are you open to a clergy couple?

No

Ministry Requirements

Church Mission/Vision Statement

LAPC is a dynamic, multiracial, multicultural, intergenerational church that was founded by abolitionists and continues to be at the forefront of social justice. Our vision for ministry is to live the gospel by cultivating a welcoming and supportive church home for our diverse community through our ministries of worship, music, art, social justice, Christian education, and support of community organizations. LAPC strives to be a place where we can ask all of our questions – and hopefully find at least some of the answers..

- We understand ourselves to be a church that proclaims and practices the reconciling Gospel of Jesus Christ.
- We are called by that Gospel to create a space where people of any faith – or none at all– can question and discover the sacred in life through openness, honesty, laughter, and prayer.
- We are called by the Gospel to welcome and celebrate human diversity – including spirituality, ethnicity, gender, and sexual orientation.
- We are called by the Gospel to support each other through fellowship and caring,

and to reach out to the broader community and world - especially those who are marginalized and often forgotten - to create a just and equitable society.

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

LAPC seeks a dynamic and progressive Pastor who steps forward to meet people where they are with an open heart and a deep conviction to preach the gospel of social justice. In addition to strong preaching and the organization of the weekly worship services, the pastor is expected to accomplish the following:

The Pastor will oversee a small staff (currently a music director, a sexton and a office manager) and complete the following: moderate Session and attend committee meetings; provide pastoral care that includes visiting the hospital and homes of ailing members; serve as the external representative for the church; and perform baptisms, funerals, weddings, and communicant’s classes.

We also expect our Pastor to lead a Bible study, to be proactive in addressing social justice needs and leading the congregation in this ministry, to support community-building efforts in the congregation and beyond, and be central to the support of children and adult Christian Education.

Finally, like many urban churches, we are going through a Capital Campaign to address needed repairs in our historic building. This has fostered our growing and vibrant church’s reimagination in the use of our sacred space so that we can continue to meet our worship and community needs. We have a strong committee at the helm of our Capital Campaign and we expect our Pastor to be active in our efforts to restore our beloved building.

Compensation & Housing

Minimum Effective Salary

80749

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?

We are a congregation responsive to the preached word and we thrive in a vibrant worship space -- welcoming people of faith and no faith. Our vision for LAPC includes a strong music and worship program and a tradition of acting locally and nationally to amplify God's love in Brooklyn and beyond. Our congregation is actively involved in our vision, which has impacted the community and we hope it will continue to impact the community in the following ways: A ministry of witness: A "More Light" and a "Matthew 25" church, we are home to an active social justice committee and engage in regular service activities. We display a Pride flag and a Black Lives Matter flag outside the church as symbols of our commitment. We also believe this vision is expressed in our 'Mighty Cloud of Witnesses' mural that celebrates the community of Fort Greene and the truth that our call from God is to make the beloved community real in our lives and lifetimes. A ministry of education: LAPC has revitalized its dynamic programming for children and families post-COVID, and we look to continue building on that foundation moving forward.

A ministry of music: LAPC has a long and rich tradition of ministry using music and the arts, including the Lafayette Choir (traditional music with organ accompaniment), the Inspirational Ensemble (a gospel choir), Jazz Vespers, youth band, and other programming. A ministry of community: Known as the "Town Hall of Fort Greene," LAPC has long served as a space for neighborhood groups to gather for workshops, music, art, and celebration

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?

Our church is located in the Fort Greene neighborhood of Brooklyn. About half of the population in our area identify as white, with 23% identifying

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as Black, 14% as Hispanic, and 9% as Asian. Among the total population, 20% are under 18 years of age, 33% are 18 to 34, 29% are 35 to 54, and 19% are 55 years old and up. Our church is also a place of great ethnic diversity—slightly over half of us identify as Black/African American/African, about one-third identify as White and the remaining 10% as Asian/Pacific Islander, Hispanic, or multiracial. There is also a range of household income in our community and in our church.

Underlying these numbers is a very dynamic process of community change, with rising rents and housing costs, displacement of some long-time residents, and an inflow of new residents who tend to be younger and often without children. We will address the emerging needs impacting our community in the following ways: Action: We are home to an active social justice committee, which includes a voter action coalition and a youth wing. In addition, we have actively partnered with other organizations to support a neighborhood Mutual Aid Network during the pandemic, and advocated in Albany for affordable housing, among other efforts. Identity: LAPC's diversity and commitment to sustaining that diversity is likely our most distinctive area of strength. This strength requires us to be particularly thoughtful about how we honor all perspectives. We are called to address this challenge by broadening our vision of worship, including our music programming, using our ample and historic space creatively, and being vulnerable to God's call. Growth: Finally, we feel called to rebuild our Christian Education program. We understand the changing demographic of our community calls us to act in new ways.

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?

The pastor's spiritual and faith leadership -- conveyed through strong preaching and relationship- building -- will be critical as we continue to build our strengths and answer God's call in the world. The Sunday

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service provides the congregation and community with the consistent spiritual and faith connection necessary for fulfilling our vision.

At LAPC, we feel called to act in the community; our minister would feel comfortable working with committed members of the congregation to form and sustain the community partnerships that are so vital to our call. While the Session serves as the governing body of the church and acts through more than a dozen committees to further the work of the church, LAPC needs a permanent and committed Pastor to play a key role in strengthening the church's "human infrastructure." This has been identified as a key need because the church has a very small staff and relies heavily on volunteers. A permanent, committed Pastor can improve the effectiveness and resiliency of this "human infrastructure," enhancing the church's capacity to live its mission.

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.

Our ideal Pastor is compassionate and has an ability to reach across generations. Our church expects its Pastor to have excellent preaching skills, delivering sermons and other messages with a strong intellectual and spiritual grounding that supports the congregation's spiritual and personal well-being. In addition, the ideal Pastor has a strong commitment to living and working in our diverse community – and strengthening the vibrancy of that diversity. For this reason, we look for someone who is culturally humble and proficient, confident in navigating through diverse perspectives, and has direct experience working in multiple cultural and cross-cultural settings.

As a social justice church, we are committed to making sure that those in need are cared for and that we actively grapple with and lead on the moral issues of the day. For example, we have supported movements such as the Poor People's Campaign to advocate for equity. Notably, in 2019, members traveled to the U.S.-Mexico border to join a national

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protest against the treatment of migrants. More recently, we've felt called to work on voter registration as a body, and our congregation has been involved in ceasefire efforts as it pertains to the conflict in Israel/Palestine. This gets to the heart of who we are as a congregation; our ideal Pastor will have a tangible call to social justice issues and a desire to drive change and lead LAPC as we continue on that path. Finally, we are looking for a Pastor who is comfortable and even creative about raising funds for the church, particularly as we continue our multi-year capital campaign to revitalize our historic church building.

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

LAPC seeks a Pastor with an ability to meet people where they are with an open heart. The Pastor will be responsible for preaching and organizing weekly worship services and lead a Bible study and prayer group. In addition, the Pastor will oversee a small staff (currently a music director, a sexton and a office manager) and complete the following: attend Session and committee meetings; visit the hospital and homes of ailing members; serve as the external representative for the church; and perform baptisms, funerals, weddings, and communicant's classes. We expect our Pastor to work alongside the efforts to provide additional support to the church, and be central to the support of children and adult Christian Education.

List any links that support the answers to your narratives or highlights ministries within your church/organization.

Optional Links

References

Reference #1

Anne Conroy
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 Liason
 718-625-7515
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Reference #2

Rev. Eric Thomas
 Community member
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Reference #3

Gail Blaize
 Long time LAPC
 member
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Self-Referral Contact Information

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