

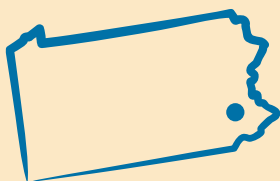


NARBERTH
PRESBYTERIAN CHURCH

PASTOR SEARCH

The NPC Difference!

Before you review all the information on Narberth Presbyterian Church (NPC), we want you to know us on a personal level. We are a vibrant, growing, Christ-centered community with a warm, welcoming, loving spirit. We are called to be a beacon of light and hope in the heart of Narberth, PA, located less than 10 miles outside of Philadelphia. We are a diverse congregation with a wide range of views on many issues, including social and political opinions, but when it comes to our faith, we are aligned in our love for Jesus Christ. The Holy Spirit is alive at NPC and when people come to NPC, they feel it! We trust that you will appreciate this "NPC Difference" after you hear from our congregants in the video below, "This is My Church!"



One of many neighborhoods on the historic "Main Line," Narberth is well known for its charming downtown borough and wonderful family events, like their annual Fourth of July celebrations, The Narberth Dickens Festival and much more!
[Learn about Narberth](#)

205 Grayling Avenue, Narberth, PA | www.narberthpres.org | 610-664-4880

Email: PastorSearch@narberthpres.org





NARBERTH
PRESBYTERIAN CHURCH

OUR MISSION

We build disciples in the love of Jesus Christ by:

Growing up in faith
Growing together in community
Growing out in witness and service

OUR VISION DESCRIPTION

*"Come to me, all you who are weary and burdened, and I will give you rest.
Take my yoke upon you and learn from me, for I am gentle and humble in heart,
and you will find rest for your souls. For my yoke is easy and my burden is light."*

~Matthew 11:28-30, NIV

Narberth Presbyterian Church (NPC) is a Christ-centered, Biblically based, loving community in the heart of Main Line of Philadelphia. In the next ten years, we will take ourselves and others on a faith journey toward spiritual maturity, growing deep in our likeness to Jesus Christ and wide in the spread of the gospel. Our hearts will burn for God and for people, fueled by prayer and the overflow of the Holy Spirit. Specifically, but not exclusively, we will focus on the six-zip code area where over half of our current members live, work, and play.

The Main Line is a fast-paced, highly educated, professional area where many are enamored with the "Good Life," leading to a striving for wealth and success that can often result in people feeling stressed, depressed, and lonely. Many are also worn out by religion, disillusioned with their inability to experience an intimate relationship with God. People long for life balance, warm and authentic relationships, and purpose beyond themselves.

At NPC, we want to come alongside people of all backgrounds and abilities. We are bolstered by the strength of our warm church community, where children, youth, and adults worship and work together side-by-side. We will strengthen those intergenerational connections through mentoring and doing service and missions projects together. We will invite individuals on a deeper personal faith journey where we keep company with Jesus in the "stuff" of our everyday life. We will practice slowing down and waiting on the Lord through prayer and Spirit-led discernment. We will create more small groups to engage our hearts and minds with Scripture. We will invite the lost and hurting through radical hospitality into our church home and our own homes. We will equip ourselves to be ready to share God's stories in our lives with friends, family, neighbors, and co-workers.

Together we will worship and delight in the Sabbath rhythm of rest at home and at church. Together we will walk with Jesus, work with Jesus, retreat with Jesus, living a freer and more purposeful life while inviting others to come along.



OUR BELIEFS

Along with the ECO Essential Tenets, these are our **Core Beliefs**.

OUR VISION FOR NEXT THREE YEARS

Presence Manifestation and Spiritual Formation (GROWING UP):

Make space for the Spirit to manifest His presence and transform our personal and congregational life.

- Make prayerful discernment an integral part of ministry and leadership decision making.
- Provide education on the life-long process of spiritual formation and the challenges at different stages of the spiritual journey.
- Incorporate seasonal days of prayer and reflection in the church schedule to introduce and practice solitude and extended time with God.

Congregational Connection (GROWING TOGETHER):

Deepen our connections church wide and in small groups.

- Plan an annual weekend retreat.
- Plan an intergenerational mission trip.
- Provide all-church fellowship opportunities after Sunday worship services (e.g., lunch, walk in the park, etc.).

Geographic Saturation (GROWING OUT):

Bring the gospel to people in our surrounding geography where we live, work, play and worship.

- Inspire, equip and train the congregation in whole life faith sharing.
- Seek opportunities to invite friends and neighbors to existing and new NPC events and activities.
- Commit to praying for unbelieving friends, co-workers, and neighbors in the next year.

Annual Vacation Bible Camp



Gifts of Hope Missions Gallery



WHO WE ARE

Unique Attributes

- Welcome diversity: church backgrounds, ethnicities, economic situations, abilities, education
- Demonstrate hospitality: block parties, concerts, community events including a Christmas concert that draws hundreds
- Minister directly: on the church sidewalk, door-to-door, and in downtown Narberth
- Prioritize learning: teaching, college, seminary, professions
- Explore justice: studies on "Becoming A Reconciling Community" & "American Lament"
- Pursue partnerships: Friends on the Parkway, Project Home, The Philadelphia Project



Exterior of Building

Attendance

Year	Average Attendance
2019	311
2020	310
2021	352
2022	364

- Includes both in-person and online viewers for 2020, 2021 and 2022
- In 2022, average of 46% in-person attendance and 54% online
- Each online view counted as single viewer (total actual viewers likely higher)
- 90%+ of viewers local, but small lasting presence internationally

Membership:

474 Covenant Partners

Age Distribution of Members *(4 undisclosed)*

Age	Number	Percentage
Under 18	27	6 %
18 - 25	61	13 %
26 - 40	60	13 %
41 - 55	122	26 %
56 - 74	143	30 %
75 and over	57	12 %

Interior of the Sanctuary



Leadership

Session and Committees

The Session is comprised of 12 members who may serve for two consecutive 3-year terms. NPC is a unicameral body with elders serving as trustees by virtue of having been elected to the Session. The Moderator is the Senior Pastor. The elders lead or are a liaison to the following committees:

Family Ministry	Music and Worship	Personnel
Children's Ministry	Prayer	Stewardship and Finance
Youth Ministry	Missions	Property and Maintenance
Adult Discipleship	Outreach	Safety and Security
Christian Preschool	Justice and Mercy	Communications/Technology

Deacons and Responsibilities

The Board of Deacons is comprised of 12 members who can serve for two consecutive 3-year terms. It is led by a Moderator and Vice-Moderator. Deacons have the following responsibilities:

Counting Sunday Offerings	Deacons' Pantry	Transportation
Treasurer's Report	Ushering	Homebound
Deacons Assistance	Bereavement	College-age Communications

Staff

Program

- FT Senior Pastor/Head of Staff
- FT Associate Pastor
- FT Director of Intergenerational Ministries
- FT Director of Youth Ministries
- FT Director of Preschool
- PT Pastoral Visitor
- PT Director of Music
- PT Leader of Worship Band
- PT Organist

Support

- FT Business Administrator
- FT Administrative Assistant
- PT Financial Secretary
- PT Bookkeeper
- PT Assistant Property Manager
- PT Intergenerational Volunteer Coordinator
- PT Worship Technology Coordinator
- PT Weekday Custodian
- PT Weekend Custodian

Finances

	2019	2020	2021
Income	\$ 1,179,700	\$ 1,077,600	\$ 1,113,100
Expenses	\$ 1,059,200	\$ 1,069,300	\$ 1,031,700
Surplus	\$ 120,500	\$ 8,300	\$ 81,400

- 2023 Budget: \$1,179,000
- 255 giving units
- Current Endowment: \$1,144,000
- We do not have a mortgage on our property.
- Endowment provides for NPC's:
 - Housing support plan
 - Annual payment to PC(USA) of \$37,500 through 2027
 - Unbudgeted items
 - Any budget shortfalls

MINISTRIES

Worship

Worship is the heartbeat of our church, as all of life is to be lived in worship to God. In worship we are renewed, equipped, and sent forth to serve as God reaches out to us and ministers to about 365 people each week here at NPC, generally split equally between in person and online worshipers. The first Sunday of every month is dedicated to Family Worship, where we invite all children Kindergarten and above to join us for the entirety of the service, the service in which we also partake in communion.

Music

NPC is blessed to have many talented musicians as members of the church who sing in the Adult Choir, play instruments in our Worship Band, and provide offertory solos. Each week, the service blends beautiful hymn arrangements played by our skilled organist and uplifting contemporary songs led by our faithful Worship Band. We are thankful to have a 33-rank pipe organ, which includes beautiful Chime and Zimbelstern. Our Worship Technology Coordinator prepares the musicians before and during practice as well as sends out demos via email for further practice before Sunday morning. The Worship Band plays towards the beginning of the service with the children and youth present and are available to play at other points in the service when needed. The Worship Band members have respect for each other and fun worshipping the Lord together! In 2023, our beloved Bell Choir anticipates a joyful return.

Community Care

Joyful fellowship is one hallmark of a healthy church. NPC's Community Care ministries work to strengthen community through opportunities to enjoy each other's company at special fellowship events, Wednesday night suppers, Sunday coffee hours, and in shared ministry, as well as care for church family members in times of special need – loneliness, illness, or major life transitions. Special opportunities include the Alpha Marriage Course and Grief Share.

Adult Discipleship

Our ministries are designed to lead God's people, of all ages, into maturity in Christ and ministry for Christ. For adults, NPC offers classes in four areas:

- Bible, theology, and spiritual disciplines
- Christian living
- Relationships and Ministry
- Service and Missions

Classes are taught by a mix of seminary-trained pastors, church leaders and lay people. Participants can choose from a variety of offerings suiting different learning styles and needs. These include Bible studies, book studies, video-based classes, Zoom instruction, and discussion-based learning. Classes are always available on Sunday mornings and Wednesday nights and at other times to fit people's schedules. In addition, NPC has a rich variety of small groups that meet throughout the week.

Prayer

"There is a difference between a church that prays and a praying church. One has a prayer program. The other develops a prayer culture." (*Daniel Henderson*) NPC's Prayer Ministry is organic in nature, powered by faithful prayer warriors who participate in Spirit-directed gatherings via Zoom and in person. Regularly scheduled prayer meetings occur on Monday evenings and Sunday mornings. Members also faithfully pray for requests received in our outdoor Prayer Box, an ongoing outreach to our community. Within our church body, we host an active email Prayer Chain – that sometimes can have up to four requests a day (both from members and the greater community) – and have an elder available to pray for individuals at the end of every Sunday worship service. We also offer silent/prayer retreats, directed, and/or non-directed, as part of our church community life.



GriefShare Group

NPC Christian Preschool

Narberth Presbyterian Church runs a play-based, nurturing, Christian preschool located in the heart of Narberth. It offers preschool from ages 18 months to pre-Kindergarten and currently has 94 students. The morning preschool runs from 9:00 am -12:00 noon with an option to stay for Lunch Bunch until 3:00 pm. It also offers an afternoon Kindergarten Enrichment program for children who attend half-day kindergarten in the morning. NPC's Preschool has a summer camp for six weeks from the end of June to the beginning of August. The Preschool is led by a Director and a staff of 7 Lead Teachers, 8 Assistants, and a Bookkeeper. More info at www.narberthpres.org/school.



Preschool

Children's Ministries

Children's Ministries provides meaningful programs and activities that help all children to know, grow, and show God's love. We are dedicated to seeing children of all ages, and their families, grow in their knowledge and experience of God's goodness and grace. Children's Ministries at NPC serves infants up through 5th grade. We see an average of 25 children (K-5th) in Sunday School and our Nursery serves an average of 10 children (infants – PreK) each week. We have an active Wednesday Night Children's Program (September – May) that sees an average of 15 children each week. Our annual Vacation Bible School, which serves the wider community, has an average of 130 children (drawing from our church congregation and the greater community) and 65 youth volunteers. Weekly, Children's Ministries has an average of ten volunteers that serve in our Sunday School, Nursery, or weekday programs. Children's Ministries enjoys an annual weekend of service outside the church walls. In addition to the full-time Director of Children's Ministries, NPC also has a part-time Nursery Coordinator who oversees the Nursery and staffs it with volunteers. It also has a part-time Volunteer Coordinator for Intergenerational Ministry that works closely with the Director of Children Ministries and the Director of Youth Ministry to support their volunteer needs. Our children's programming at NPC is the heart of our church and has added many new families since the pandemic.



Children's Ministries



Youth Ministries

Youth Ministries

Youth Ministries seeks to connect youth grades 6th -12th with other Christians to nurture them in their faith, encourage them to share Jesus Christ with non-believers, and help them serve others, thereby glorifying God with all their lives. The ministry takes the whole student into consideration, fostering relationships not only with the students but their families as well, with the hope of the community developing lifelong "family" bonds. We strive to be a friend, resource, and blessing to our NPC families, cultivating an environment with the ideals of Intergenerational Ministry as our guide. Programming is used as a vehicle and not the destination. The destination is that glorious relationship with Christ our Lord. Sunday School attendance averages 20 youth and Youth Group attendance about 5 -10. High school students meet on Sunday evenings for fellowship, a deeper look at Scripture, and theological discussion. On Wednesday evenings, middle school students share with one another about their own personal biblical journeys and learn in an atmosphere of fun and laughter. Three consistent volunteers help support the ministry. Youth Ministries has been in transition; however, with our new leadership and hopeful outlook, God has great plans for it.

Seniors

NPC's ministry to senior adults (65+) seeks to honor the people with the greatest amount of life experience, to meet and encourage them in whatever the circumstances of their lives, including the shared realities of advancing age. To that end, our Pastoral Visitor visits, listens and prays regularly in-person, via Zoom, telephone, text and email, with senior members and friends in their retirement years. Seasonal in-house events include The Cream of the Crop Luncheon (with entertainment and a devotional reflection), a traditional Christmas Carol Sing & Tea, and monthly in-house trips through slides/PowerPoint presentations and videos of far-away places. For those who are able, once every 4 to 6 weeks, we offer a day trip to a point of interest in the region. We welcome able seniors as volunteers in the office, in the kitchen; as photographers, youth mentors, Bible Study leaders, and in any appropriate way possible, so that our folks don't "rust out," but continue to offer themselves in service to God and neighbor. Through the efforts of the Associate Pastor and the Pastoral Visitor, we actively engage and care for the most senior among us, for their families and close friends, as life happens for all of them.

Missions

Narberth Presbyterian Church has a serious commitment to missions. As a church, we contribute more than 20% of our overall budget to support career missionaries, members and friends on short-term mission trips, mission agencies actively sharing the Gospel, and ministries of care, justice and mercy. We have 37 mission causes found locally and around the world. This level of commitment is our response to "the Great Commission" of going into all the world to preach the Gospel. We raise awareness of missions through weekly bulletin updates and a yearly alternative gift market called Gifts of Hope which brings our entire congregation together along with representatives of dozens of our mission causes for education, support, and financial giving. Learn more about Gifts of Hope [here](#).



Gifts of Hope

Outreach

As the central purpose of any church is to make known the good news of Jesus Christ, NPC provides a supportive environment in which those who don't know Jesus as Savior and Lord may explore what it means to be one of his disciples. We offer Explorers' classes for those exploring the Christian faith or considering membership and host outreach events for visitors including VBC, Kickball with the Pastor, and door-to-door cookie giveaways. We reach out to the youngest in our community through our weekday Christian Preschool. Some other special ways in which we engage with the community include:

- The Philadelphia Project: Many of our members, especially our youth and children, participate in weekend or summer service projects with The Philadelphia Project. www.thephillyproject.org
- Alcoholics Anonymous: We host meetings 8x a week.
- Found Wandering Benefit Christmas Concert: Our Worship Band Directors lead a band called Found Wandering that performs a blend of traditional Christmas hymns and current songs in a concert open to the public benefitting a local mission cause. www.foundwandering.com

Hearts for Justice and Mercy

NPC's Hearts for Justice and Mercy Committee seeks to fulfill God's commission in Micah 6:8 to act justly and to love mercy and walk humbly with Him. To this end, we support members of our congregation who are already engaged in these ministries, inspire and disciple those seeking to find their niche, and encourage congregants to learn and pray for both the giver and recipients of our work. Areas of service include Quilts for Comfort, Philadelphia Service to the Homeless, Anti-Human Trafficking, Orphan Care, and Race Relations.



Benefit Christmas Concert

OUR LOCAL PRESENCE

Our History

Narberth Presbyterian Church began in 1891 in a house about ten minutes from where it stands now. In its more than 130+ years, NPC has seen its church building burn down in 1896, had its church rebuilt with major expansions in 1925 and 1956, and its nursery school open in 1968. In all those years, NPC has been a welcoming presence in the heart of Narberth, PA, surrounded by the community it has always called home. Every year, changes happen as a result of life events including births, moving, and death as new people unite with our church while others depart. Through it all, NPC has been steadfast in its commitment to worshipping the Triune God: Father, Son and Holy Spirit.



In 2018, Narberth Presbyterian Church was graciously dismissed from the PC(USA) and became a member congregation of the Covenant Order of Evangelical Presbyterians (ECO). We belong to the Heritage Presbytery of Delaware, New Jersey, and Southeast Pennsylvania.

Building/Property

NPC's campus located at 205 Grayling Avenue includes 27,200 square feet of land – approximately 18,280 square foot of building space and 7,200 square foot of parking space. After our 1956 building expansion we can no longer physically expand outward because we are located in the heart of the Narberth community. Even with the limited outward growth we have been able to transform the inside of the church to fit our changing needs. We have a gym, kitchen and parlor room which are used for church and community activities. The bottom floor is home to the Nursery School and our Children's Ministry uses the rooms on the weekend. We have a room for the youth, a library for the children and a choir room for our adult choir.

Neighborhood and Surrounding Area

- Statistics based on demographic analysis done by an outside consultant in 2021.
- Represents six-zip code area surrounding church where 50% of Covenant Partners reside
- Population: 90,000
- Generational breakdown:

Gen Z (2005 on)	Millennials (1982-2004)	Gen X (1961-1981)	Boomer + (1960 and earlier)
16%	29%	28%	22%

- Race/ethnicity:

White	Asian	Black	Hispanic
86%	6%	4%	3%

- Median income significantly greater than state average | 2.5% of residents below poverty line
- High educational attainment: 67% college level or higher vs. 30% statewide
- Significant % struggle with depression, worry about health, and fear of future/unknown.
- 40% atheistic or agnostic while 50% believe God is their Lord and Savior.
- 50% say belief in Jesus doesn't require church participation due to disillusionment, mistrust of religion/leaders, or feeling judged.
- Need for connection. Top ministry or church program preferences are warm and friendly encounters, community volunteering opportunities, activities and holiday events.



SENIOR PASTOR & HEAD OF STAFF OPPORTUNITY

The candidate we seek is a man or woman who has a deep passion for the Lord, dedication to the Bible, and views consistent with those of the Evangelical Covenant Order of Presbyterians (ECO). The Pastor shall be devoted to the service of Christ and the church, preaching, and teaching of the Word of God. The Pastor shall lead the church to fulfill its vision statement. We are looking for someone to lead and learn from our vibrant, warm and growing congregation!

The position is focused on worship, pastoral care and leadership.

Worship

- Foster a worshipful attitude and atmosphere.
- Ensure vital and meaningful worship services - both in person and via livestream.

Pastoral Care

- Unleash the laity in areas such as teaching and ministering to the congregation, visitors, and community.
- Collaborate with staff and leaders in ministering to members and friends of the congregation who are in transition, in crisis and facing sickness, struggles or grief.
- Engage with members and visitors by supporting and encouraging spiritual growth.

Leadership

- Moderate Session and assist in the implementation of its programs and ministries.
- Oversee the Board of Deacons and Missions Committee.
- Directly supervise pastoral staff members, and indirectly supervise support staff, holding them accountable for their responsibilities.
- Encourage the training and empowerment of staff, lay leaders and covenant partners to reach the world for Christ. Through example and instruction, enable the congregation to increase their ability to speak about their faith to a hurting world.
- Promote connection with others in Narberth and the greater Philadelphia area beyond the congregation, inviting individuals on a deeper personal faith journey where we keep company with Jesus in the "stuff" of our everyday life.

Compensation

The compensation and benefit package is competitive with similar ECO positions and commensurate with experience.

(continued)

SENIOR PASTOR & HEAD OF STAFF OPPORTUNITY

Next Steps

Applicants are asked to email the following to PastorSearch@narberthpres.org:

- Letter of introduction highlighting experience and strengths
- Resume and Statement of Faith
- Links to at least 3 - 5 sermons in video format

Transition Process

We have been blessed with having our Senior Pastor, Rev. Steve Weed, serving at Narberth Presbyterian for over 30 years. Rev. Weed will be retiring in November 2023. We know that the transition to a new Senior Pastor will be exciting and yet also a big change for our congregation. For that reason, and to enable our new pastor to learn as much as possible from our retiring pastor, the Session, in consultation with the ECO Synod Executive, Rev. Dana Allin, unanimously voted to move forward with an "overlap model". This will enable our new Senior Pastor to spend 2-3 months co-pastoring with our retiring pastor, allowing time for assimilation and learning with as little disruption to the life of the congregation as possible.

**If you believe God might be calling you to be part of the future of
Narberth Presbyterian Church, please see the job description.**

JOB DESCRIPTION

**To APPLY or learn more, please contact our Pastoral
Nominating Committee at PastorSearch@narberthpres.org.**

For a text only version of this document, click [here](#).