

**Senior Pastor - First Congregational Church of Western Springs, Western Springs, Illinois**

**Position Description**

We are the First Congregational Church of Western Springs ([www.wscongo.org](http://www.wscongo.org)). Founded in 1887, First Congo welcomes all people as children of God and value that our members come from many traditions. As a growing and thriving church family, the Church seeks to be a faithful people, to introduce our children to a loving Jesus, and to live out our faith in Christian mission and service. We are an Open and Affirming (ONA) congregation and welcome people of all sexual orientations, gender identities, and gender expressions to join with us in our worship, mission and service.

Our church is truly blessed both financially and with membership and congregation engagement. We have approximately 1250 members 18 years of age or older, roughly 415 pledging households and have averaged 40+ adult new members and 25 confirmands (a total of ~ 65) a year for the last few decades. Financially, First Congo operates with an annual budget well in excess of $1.5M, and the church is current on all elements of its annual and long-term capital and maintenance plans (virtually no deferred maintenance). Lastly, we have a robust endowment that has traditionally contributed significantly to our annual operating budget through the transfer of a portion of the interest earned to the church’s operating account.

The community of Western Springs is a wonderful place to call home. Located 18 miles west of Chicago, Western Springs has some 15,000 residents and is a picturesque mix of historic landmarks, excellent schools, beautiful parks and modern eateries. Western Springs has been named as one of the best places to raise children and the safest city in Illinois. Equally attractive and abutting Western Springs are the villages of LaGrange, LaGrange Park and Indian Head Park. With additional elementary and middle schools, they too feed into Lyons Township Highschool District 204.

Website: <https://www.wscongo.org>

**Required Experience & Qualifications**

* This is a full-time position and includes a competitive salary, full benefits along with relocation costs. The chosen candidate must have residence in the area.
* The selected candidate an ordained minister in the United Church of Christ, a reciprocal denomination as recognized by the United Church of Christ, or other progressive protestant denominations assuming they are willing to gain standing / status in the UCC.
* Possesses a Master of Divinity or beyond from an accredited seminary.
* Has at least 7 to 10 years’ experience overall with at least 3 years’ experience managing others, preferably in a large, multiple staff church.
* Possesses outstanding communication skills both written and oral, and the Congregation expects the selected candidate to have strong preaching skills and a passion for pastoral care.
* Has led efforts alongside other church staff and lay leaders to develop and / or enhance the church’s programs and ministries. Particularly, in advancing effective programs targeting and supporting younger families, young adults and children.
* Has an awareness of the technological and spiritual challenges of leading a hybrid church while at the same time, possessing significant experience leading a traditional worship service (though able to be creative and adaptive within that setting).
* Possesses experience participating in strategic and annual planning and overseeing church financial and administrative activities.
* Willingness and ability to cultivate prospective new members and families.
* As the face of our congregation, plays a highly visible and engaged role in our broader community.
* Demonstrates enthusiasm for advancement and fundraising and a willingness to be engaged at some level with both annual pledge efforts and longer-term capital campaigns.

* Demonstrated experience both representing and playing a lead role in their church’s outreach and mission efforts on a local, national and global levels.

**Leadership Characteristics & Personal Attributes**

* Demonstrates the experience and skills to guide/advance and execute a compelling strategic plan / vision for the church.
* Demonstrates an ability to communicate and relate effectively with all members of the Congregation, and the Congregation along with inspirational preaching skills.
* Possesses a spirit of cooperation and fellowship within and across the congregation and Church community.
* Demonstrates a passionate, heartfelt love for our church community and a Christ-like concern for the congregation’s spiritual, physical, mental, and emotional well-being.
* Possesses a “High Emotional Quotient.” Demonstrates an ability to be approachable and able to work with others through maturity, humbleness, and transparency.
* Possesses both the ability and desire to work with varied theological perspectives and diverse personality types.

**To Apply:**

Submit a letter of interest, up-to-date resume, three references and links to sermons to: searchcommittee@wscongo.org.

A full church and opportunity profile will be sent to applicants upon receipt of their documents.