



Ministry General Information

Ministry Name First Presbyterian Church	Presbytery Northeast New Jersey	Synod The Northeast
Email clerk@fpcrutherford.com	Preferred Phone 201-438-3569	Website Address www.fpcrutherford.org
Mailing Address 1 E Passaic Ave, Rutherford, NJ 07070-2018	Alternate Phone/Email	Community Type Suburban
Congregation or Organization Size 101-250 members	Curriculum Teaching the Revised Common Lectionary - Feasting on the Word Curriculum, Multi-age, Grades K-6	Average Worship Attendance 52
Church School Attendance 4	Statistical Report https://ogaapps.pcusa.org/api/report/4743	
Intercultural Composition White: 95%, Asian/Pacific Islander/South Asian: 2%, Middle Eastern/North African: 1%, Black/African American/African: 1%, Hispanic/Latinx: 1%		Released Date 11/7/2025

Information about the Position

Position Requirements

Position Type(s) Solo Pastor: Installed	Other Training Master of Divinity
Experience Required 2 to 5 Years	Language Requirements English
Employment Status Full-time	Statement of Faith required? Yes
	Are you open to a clergy couple? Yes

Ministry Requirements

Church Mission/Vision Statement

Our mission is to increase visibility within the community and improve communication in all mediums to showcase Jesus's ministry of love and inclusion. Our vision is to become a renewed family-centered congregation that nurtures faith across generations.

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

The Pastor will serve as spiritual leader and Head of Staff, guiding the congregation toward renewed vitality in worship, mission, and community life. We seek a pastor who preaches with depth, leads with grace, and helps us live out Christ's call to love God and neighbor with compassion and reconciliation in a changing world.

Worship and Planning: Preach biblically grounded, relevant sermons; preside at sacraments and special services; and collaborate with staff and lay leaders to create participatory worship.

Pastoral Care and Nurture: Offer compassionate presence and counseling, visit members during illness, grief, or transition, and officiate at life events with warmth and dignity. Champion Christian education that strengthens cross-generational engagement and nurtures faith for all ages.

Leadership and Administration: Serve as Moderator of Session and Head of Staff, fostering collaboration and flexible leadership. Mentor new leaders and guide Session in developing a sustainable financial stewardship program.

Mission and Community Engagement: Represent the church in the wider community, building partnerships that extend Christ's inclusive love and invite members to live out their faith through service.

Professional Qualities: Model integrity, empathy, and clear communication. Embrace technology and creativity to strengthen connection and outreach, maintaining fluency with church systems and digital platforms. The pastor will reside in the unfurnished manse.

Compensation & Housing

Minimum Effective Salary
100000

Housing Type
Manse

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?

The congregation's vision is to become a renewed, family-centered community that nurtures faith across all generations. This vision is a living testament to our call to be an "open door for all," showcasing a ministry of love and inclusion in our neighborhood. This isn't a static statement; it's a dynamic, living response to our community's changing needs and the very foundation of our purpose. This vision directly impacts the community by re-engaging and attracting members, while also fostering a welcoming and inclusive ministry that serves others and reflects God's love in action. We are part of a ministry vision, born out of a period of prayerful discernment and are actively working towards its full realization.

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 mission is lived out in Rutherford, New Jersey, a diverse, densely populated suburb of New York City. The community is wonderfully cross-generational and ethnically diverse, but we are self-aware that our congregation's demographics do not yet fully reflect this. This represents both a challenge and a sacred calling for us. We are committed to becoming more in tune with all demographics and expanding our outreach to every part of our neighborhood. We will actively engage in significant local events, making our church a known and active presence. In addition to our outreach, we have a clear plan to serve our community in times of crisis by developing a contingency and disaster plan that will make the church a safe gathering place and resource center during emergencies,

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 new pastor will be a unifying leader and a true partner in ministry. While they will provide management and support to staff and committees--offering guidance and a sounding board--they are not expected to do all the ministry alone. Instead, their leadership will be crucial in inspiring and equipping our congregation to live out our shared vision. The new pastor's role will also be vital in making the church a visible and active presence in the community. By fostering relationships with other local leaders and organizations, the pastor will help the congregation be widely known as a place people can turn to for support and belonging, directly contributing to our growth.

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.

The ideal candidate will be an **outgoing and compassionate leader** with a deep personal faith and a genuine love for people. Beyond formal training, the person should have a natural ability to connect with others, approaching every interaction with a **welcoming sense of humor and a spirit of humility**. They must be a gifted preacher and teacher who can communicate God's word with passion and make it relevant for all generations. This individual should be a thoughtful leader with strong organizational and managerial skills, capable of balancing multiple priorities. They should also be technologically adept, using various platforms as a supplementary tool for ministry. A crucial gift is the ability to recognize and empower the unique talents of others, fostering a collaborative and uplifting community.

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

The new pastor will be responsible for a wide range of ministries, serving as **worship leader, preacher, teacher and manager**. They will lead worship and provide pastoral care for the congregation, including officiating at weddings, funerals and providing counseling. The pastor will serve as the Head of Staff and manage the church's affairs, including overseeing facilities, moderating meetings and assisting with financial management. A key focus will be on congregational development, including leading new member classes and empowering committees to achieve our mission. The pastor will also be responsible for community engagement, actively participating in local events to ensure the church is a known and trusted presence in our neighborhood.

Optional Links

Church Website - Church website of First Presbyterian Church of Rutherford - <https://www.fpcrutherford.com>

Town Website - Website of Rutherford, N.J. - <https://www.rutherfordboronj.com>

Church Facebook Page - Facebook page of First Presbyterian Church of Rutherford - <https://www.facebook.com/fpcrutherford>

References

Reference #1

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Former member
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Reference #2

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Reference #3

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