



### Ministry General Information

Ministry Name First Presbyterian Church of Portland	Presbytery Cascades	Synod The Pacific
Email office@firstpresportland.org	Preferred Phone 503-228-7331	Website Address www.firstpresportland.org
Mailing Address 1200 SW Alder St, Portland, OR 97205-2208	Alternate Phone/Email	Community Type Urban
Congregation or Organization Size 251-400 members	Curriculum The curriculum utilized in our weekly Children's Sunday School classes is Godly Play, a lectionary-based curriculum.	Average Worship Attendance 184
Church School Attendance 42	Statistical Report <a href="https://ogaapps.pcusa.org/api/report/7077">https://ogaapps.pcusa.org/api/report/7077</a>	
Intercultural Composition White: 96%, Asian/Pacific Islander/South Asian: 2%, Black/African American/African: 1%, Hispanic/Latinx: 1%		Released Date 2/27/2026

### Information about the Position

Position Requirements	
Position Type(s) Head of Staff	Language Requirements English
Experience Required 5 to 10 Years	Statement of Faith required? Yes
Specify Title / PT Work Hours (if applicable) Lead Pastor	Are you open to a clergy couple? Yes
Employment Status Full-time	

## Ministry Requirements

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### Church Mission/Vision Statement

#### Mission

Love God. Love our Neighbors.

#### Vision

We commit to be a church that is:

**Engaged** : A forward-thinking and involved congregation committed to each other and to the wider community.

**Inclusive** : A faith community that affirms and welcomes all people.

**Compassionate** : A congregation that follows in Christ's way, advancing the well-being and dignity of all people, working for a just and equitable society, and caring for all creation.

**Faithful** : Living our faith authentically with energy, intelligence, imagination, and love while expanding the circle where God's love is known.

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

- Responsible for leading (guiding) the worship life of the congregation, including collaborative planning, preaching & leading worship
- Moderating the Session and working with the Session to set the vision for the church
- Serving as staff liaison to selected committees, including Finance, Worship, Personnel, Trustees, and Stewardship
- Fostering team development and productivity, including direct supervision of Associate Pastor, Associate Pastor for Spiritual Formation, Stated Supply Pastor, Director of Music Ministries, and Business Administrator
- Participating as part of the pastoral care team
- Implementing the church's vision for mission, working with our partners and neighbors

## Compensation & Housing

Minimum Effective Salary

85000

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?

First Presbyterian Church of Portland (FPC), founded in 1854 and a Covenant Network Church since 2024, is rooted in Reformed theology and seeks to be a Christ-centered, welcoming, intergenerational congregation committed to faithful worship, compassionate community, and active engagement with the world. Worship at FPC is traditionally liturgical and lectionary-based, enriched by thoughtful, biblically grounded preaching and a cherished, classically inspired music program led by a talented choir and Director of Music Ministries. Members value worship as foundational while affirming that Christian life and ministry extend beyond the church's walls.

Located in downtown Portland, FPC focuses its local mission on serving its neighbors. Committed to being a *Heart for the City*, FPC has supported the construction of two low-income supportive housing facilities (Alder House and Julia West), staffs emergency food pantries in both, and provides monthly home-cooked meals to build community. These ministries, and our global outreach missions in Uganda (Partners in Mission) and the Philippines (Ingan Leyte Project), offer meaningful volunteer opportunities for members and friends.

An additional asset of FPC is its attached underground parking garage. Opened in 2006 and fully paid off in 2024, it is available free to church members, heavily used by visitors and downtown neighbors, and provides a modest income stream. A landscaped plaza and columbarium enhance the campus at street level.

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?

Located in the heart of downtown Portland, the congregation draws members from as many as five surrounding counties, representing urban, suburban, and rural contexts. Online ministry further extends this reach across the United States. In all settings, the shared calling of the congregation and pastoral staff is to nurture spiritual well-being and resilience, encouraging lives rooted in loving God and loving neighbors in faithful, tangible ways.

First Presbyterian Church of Portland understands itself as being called to deepen its outward focus, responding faithfully to the needs of both its members and the wider Portland community. Internally, the congregation attends to the pastoral and spiritual needs of an aging membership while intentionally nurturing younger members and families so they feel connected and supported. This includes strengthening systems of care through pastoral leadership and trained lay leaders.

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?

Externally, the church builds on a long history of engagement with its downtown neighbors. Outreach focuses on pressing social concerns, particularly homelessness and food insecurity, while strengthening partnerships and joint programs with local nonprofits (Lift Urban Portland, Friendly House), ecumenical organizations, a camp and conference center (Menucha), and global mission partners.

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 Lead Pastor plays a critical role in helping the congregation live into its vision and mission by providing pastoral, spiritual, and theological leadership. This call includes equipping and encouraging staff, lay leaders, and congregation members for focused participation in ministry.

The pastor will guide the church through adaptive change by strengthening community life, clarifying mission priorities, and leading faithful stewardship of people, programs, and resources while honoring the church's traditions. Through collaboration, discernment, and shared leadership, the Lead Pastor will help ensure that FPC remains spiritually vibrant and missionally engaged in a changing world.

The congregation brings a wide range of gifts and professional experience to its shared ministry. The next pastor will be supported by committed church members and a talented staff of six full-time employees:

- Associate Pastor
- Director of Music Ministries
- Business Manager
- Bookkeeper
- Facilities Manager
- Communications Coordinator

and three part-time employees:

- Associate Pastor for Spiritual Formation

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?

- Stated Supply Pastor
- Sexton and Wedding/Events Coordinator

Together, the Lead Pastor, staff, and congregation will strengthen short-term vitality and long-term sustainability through a culture of shared ministry.

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.

FPC seeks a pastor who engages warmly, authentically and lovingly to congregants, visitors and our neighbors and brings emotional maturity, charisma, and deep grounding in Scripture and Reformed theology. The congregation values a leader who is approachable and highly collaborative, yet decisive when needed. This pastor should also be guided by a strong ethical compass while assisting the congregation toward positive change.

The ideal candidate will be an excellent preacher and teacher, offering biblically grounded sermons that connect faith with everyday life and broader social realities, always encouraging us toward thoughtful reflection. We seek a pastor who listens well, welcomes new ideas, supports and equips both staff and lay leaders, and guides the congregation through opportunity and challenge with wisdom, humility, hope, and a sense of humor.

A pastor with experience bringing people together and assisting a beloved congregation to more clearly shine their light in the world is desired. FPC, at its core, provides our congregation with a unique, strongly articulated sense of community. We love what God is doing among us and through us and want to share this with others more effectively. We want to help people find their way to our worship services and our mission work. This amazing community is too good not to be shared, and to expand our outward-facing services, more hands are essential. Harnessing our digital media strategies as we seek to share our ministry is vital.

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

**Preaching:** Provide biblically grounded preaching and lead meaningful worship, sustaining FPC's tradition of formal worship enriched by its excellent music program.

**Worship Planning and Collaboration:** Work with the Director of Music Ministries, associate pastors, worship leaders, and committees to plan services in advance.

**Pastoral Care:** Ensure comprehensive care, attending to the needs of an aging congregation, coordinating with the Stated Supply Pastor, and equipping lay leaders (Stephen Ministers and Deacons) to share in ministry.

**Faith Formation and Community Building:** Lead education, spiritual formation, and community-building for all ages, collaborating with the Associate Pastor for Spiritual Formation, lay leaders, and committees.

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

**Mission and Outreach:** Guide the congregation in discerning, focusing, and strengthening local and global mission in collaboration with the Associate Pastor overseeing this work.

**Communication:** Oversee communication through bulletins, email, website, and other platforms, supporting growth and improvement in internal and external engagement.

**Organizational and Collaborative Leadership:** Serve as Moderator of Session, supervise and mentor staff and lay leaders, and work with Session, Deacons, staff, and committees to strengthen governance, communication, and shared ministry.

Through these responsibilities, the Lead Pastor will help FPC remain a faithful, welcoming, and engaged witness to the Gospel in a changing world.

## Optional Links

Partners in Mission - International Mission Partner - <https://pim-africa.org/>

Ingan Leyte Project - International Mission Partner - <https://www.facebook.com/InganLeyteProject/>

Friendly House - Formational Mission Partner - <https://fhpx.org/>

Menucha Retreat and Conference Center - Formational Mission Partner - <https://www.menucha.org/>

First Presbyterian Church - Website - <https://www.firstpresportland.org/>

Mission Study Report - 2025 - <https://drive.google.com/file/d/1rGQQ1BZ4FRqf1oXl76bzAJ7JR5a5SGxZ/view>

First Presbyterian Church Bi-Monthly Newsletter - February 2026 Spire - <https://drive.google.com/file/d/1OwiQ4j-pSqr9-SDVxsTmvFiZVA8yFl4E/view>

Alder House Apartments - Mission Partner - <https://www.alderhouseapts.com/>

Julia West House - Mission Partner - <https://www.juliawesthouse.com/>

Lift Urban Portland - Mission Partner - <https://www.lifturbanportland.org/>

## References

Reference #1

Reference #2

Reference #3

Audrey Schindler  
Former Pastor/Head of Staff (HR)  
1-971-237-9994  
audreyschindler2@gmail.com

David Dornack  
Former Parish Associate  
1-503-853-4475  
sac1044@hotmail.com

Jeff Sievert  
Minister (HR), worshipping and choir member with  
FPC  
1-503-523-8305  
jscott5717@gmail.com

## Self-Referral Contact Information

### COM

Clark Scalera

### Preferred Phone

5416065699

### Email Address

clark@potc.life

### EP

Paul BelzTempleman

### Preferred Phone

503-720-5392

### Email Address

paul@potc.org

### PNC

Lisa Snodderly

### Address

2733 SE 35th Place Portland Oregon 97202

### Preferred Phone

1-503-807-9563

### Email Address

lisafs@sterling.net

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