

Designated Senior Pastor Position Ministry Description

[“FCC”](#) is an historic church in downtown [Kalamazoo](#). Strong membership and finances, long-term engagement in social justice, and love for each other are our hallmarks. We are “a church for the city.” However, challenges posed by Covid and recent staff changes have underscored the need to improve our communication and governance structures. Realizing this opportunity to understand and redress these issues, we seek a Designated Senior Pastor (DSP) for the next 3 years who is an organizer, team-builder, and mobilizer, and who will help us learn from our past, so we can grow even stronger in our mission. The DSP may apply for the eventual Settled Pastor position.

Kalamazoo is known for its [philanthropy](#), [education](#), [arts](#), medical excellence, and micro-breweries. Our city also faces the challenges of any urban environment. FCC’s ministry here includes being a vibrant [ONA Church](#); providing sanctuary for a local Pakistani woman for 3 years; and housing the [KDCCC](#), a free day care facility, for over 30 years. We provide free space for dozens of non-profits, and our Chapel is home to a local church intentionally ministering to people who live with mental illness. We are constructing a Children’s Nature [Playscape](#) next to our building as an oasis for our city’s children. Our music ministry enriches both our worship and our community outreach. We seek a DSP who will help us build on all these strengths and relationships, while addressing the issues that hold us back from growing in faith and service.

Our new DSP will lead us in these areas: 1) strengthening relationships within the congregation and denomination to equip us for more engaged ministry in the wider community; 2) improving interpersonal communication and church governance structures; and 3) organizing sustained development of staff and lay leadership. Together we hope to strengthen our commitment to, and our capacity for, embodying God’s extravagant welcome and vision of justice, both now and for the future.