



Church Leadership Connection
Connecting | Discerning | Calling

Ministry General Information

Ministry Name St Paul Presbyterian Church	Presbytery Tres Rios	Synod The Sun
Email office@stpaulsanangelo.org	Preferred Phone 325-653-5691	Website Address stpaulsanangelo.org
Mailing Address 11 N Park St, San Angelo, TX 76901-3436	Alternate Phone/Email	Community Type Small City
Congregation or Organization Size 101-250 members	Curriculum N/A	Average Worship Attendance 40
Church School Attendance 10	Statistical Report https://ogaapps.pcusa.org/api/report/8651	
Intercultural Composition White: 68%, Native American/Alaska Native/Indigenous: 14%, Asian/Pacific Islander/South Asian: 8%, Black/African American/African: 6%, Multiracial: 4%		Released Date 2/19/2025

Information about the Position

Position Requirements

Position Type(s) Solo Pastor: Temporary	Language Requirements English
Experience Required 2 to 5 Years	Statement of Faith required? Yes
Employment Status Full-time	Are you open to a clergy couple? No
Training/Certificate Requirements Interim Ministry Training	

Ministry Requirements

Church Mission/Vision Statement

St. Paul Presbyterian Church is an intentionally diverse and socially active congregation. We are dedicated to the theological truth that YOU are God's beloved child. We are a church where everyone is accepted regardless of race, orientation, history, or any other human trait. St. Paul Presbyterian Church commits its work, worship, mission, and ministry to emphasize inclusive diversity in a fragmented world.

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

St. Paul seeks a compassionate Interim Pastor to lead the congregation through a time of transition. This includes guiding the church in theological self-reflection and healing while fostering spiritual growth and preparing for the next chapter of ministry. The Interim Pastor will ensure continuity of worship, pastoral care, and administrative leadership while promoting dialogue, introspection, and unity.

Key responsibilities include:

- Planning and leading weekly worship, preaching, and administering sacraments
- Facilitating conversations to reflect on the church's history, challenges, and future
- Addressing conflicts, fostering reconciliation, and encouraging communication
- Offering pastoral care, including visits, counseling, and spiritual guidance
- Overseeing church operations and coordinating committees, staff, and volunteers
- Moderating Session meetings and collaborating on administrative goals
- Submitting monthly reports on activities and progress
- Preparing the church for a permanent pastor, updating policies and records
- Strengthening relationships within the church and community
- Encouraging participation in local and denominational missions and events

The Interim Pastor will report directly to the Session and provide mentorship to staff.

Compensation & Housing

Minimum Effective Salary
60000

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?

The vision for our ministry reflects a desire to balance outward service with inward care, guided by God's timing and purpose. We value planting seed ministries and entrusting them to others when God reveals his time, reflecting faith in His plan. Externally, we focus on serving our homeless neighbors through the Oasis Day Shelter and, to a lesser extent, our nearby high school, where we engage daily with 25 high school students. Internally, we're committed to better loving and serving one another, fostering a renewed sense of community and care.

Historically, we've been a leader in community service, excelling in outreach. However, as we adapt to a smaller, aging congregation, we're seeking clarity on how to align our resources and energy with God's purpose moving forward. We recognize the need to reignite the spirit of "doing" among our members, as we've become more passive, relying on past leadership. We're looking for guidance on rediscovering our collective purpose, determining how to turn ministry into membership, and finding ways to re-engage older members so they feel spiritually nourished.

We aim to balance outreach with inreach, embracing our accepting culture while intentionally strengthening internal connections. We need help assessing our current state, identifying areas of growth, and crafting a strategic path forward that revitalizes both our mission and our membership.

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 community is compassionate and action-oriented, quick to rally during crises by organizing fundraisers, preparing meals, or giving generously. However, this response often comes on personal terms, reflecting a culture of quiet service rather than proactive outreach. Outside of urgent needs, the community tends to retreat into familiar routines within their own church spaces.

As a primarily politically conservative community, tradition and personal responsibility are deeply valued, which can sometimes create hesitancy toward change. This dynamic requires a thoughtful, relational approach to outreach that respects these values while encouraging growth and openness.

To address emerging needs, we must foster consistent engagement beyond crisis moments, building on successful events like our recent homecoming. Encouraging a culture of ongoing invitations and relational outreach—where "no" is seen as "not now"—can help us connect with more people and grow our mission.

By focusing on hospitality, grace, and intentional connections, we can align the community's heart for service with a renewed spirit of outreach and inclusion. This approach honors the values of our congregation while creating opportunities for deeper impact and meaningful relationships.

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?

This call offers an opportunity to align our congregation in a shared vision of healing, growth, and accountability during this season of transition. We ask the interim pastor to help us discern our greatest needs and guide us—through the Session, committees, and congregation—in taking meaningful steps to address them. Together, we seek God's voice in determining whether tasks are long-term commitments or seeds for others to nurture.

Our congregation is grieving the loss of continuous, strong leadership and long-standing members moving to other congregations. But in this mourning lies the potential for a new morning—a fresh chapter where we rediscover what it means to love and support one another as a church family. This call will guide us in the introspective work necessary to heal, grow, and hold ourselves accountable, ensuring we avoid returning to the habit of relying solely on the pastor to lead.

We also aim to "spread the love" internally, breaking open our hearts to foster deeper relationships within the church and with other congregations in our community. By focusing less on the big-picture "what's next" and more on "what's next" for us as individuals and a church family, this call will strengthen our foundation, prepare us for future ministry, and empower us to carry God's love forward together.

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 energetic and empathetic leader who inspires both in-reach and outreach, guiding us toward healing, growth, and deeper connection. They must advocate for vulnerable individuals and be committed to justice and equity, reflecting Christ's call to care for the least of these. With experience in conflict resolution and counseling, they should be able to navigate sensitive conversations, address growth challenges, and manage the complexities of leading a congregation in transition while maintaining healthy boundaries.

We seek someone who can communicate complex Biblical principles clearly and practically, encourage theological exploration, and challenge us to step out of our comfort zones. This pastor will help us embrace our spiritual gifts and see the value in each member, pushing us to live more boldly into our mission.

The candidate should possess strong preaching, teaching, and pastoral care skills, and be skilled in strategic planning, delegation, and fostering teamwork to help the congregation collaborate toward its goals. A commitment to the theology, polity, and mission of the PC(USA) is essential for guiding the church in alignment with its values and vision.

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

Leadership and Worship-Lead weekly worship services, including preaching and administering sacraments. Collaborate to create meaningful worship experiences. Foster spiritual growth through Bible studies, prayer meetings, and other faith-enriching activities.

Congregational Healing and Self-Reflection-Facilitate conversations to help the congregation reflect on its history, challenges, and future. Support healing by addressing conflicts, fostering reconciliation, and encouraging honest communication. Provide guidance on identifying strengths, weaknesses, and vision.

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

Pastoral Care-Provide compassionate care through hospital visits, grief counseling, and spiritual guidance. Be available for individual and family consultations, offering prayer and encouragement.

Administrative Duties-Oversee church operations, coordinating committees, staff, and volunteers. Moderate Session meetings and work with church leaders to achieve administrative and ministry goals. Assist in preparing for a permanent pastor, including updating policies and records.

Outreach and Community Building-Strengthen relationships within the congregation and the broader community. Encourage participation in local and denominational missions, events, and initiatives.

Supervision and Reporting Report to the Session with regular updates. Submit monthly reports on activities, congregational health, and progress. Supervise and mentor staff, ensuring alignment with the church's mission and goals.

Optional Links

San Angelo Area Foundation - - www.saafound.org

Concho Valley Community Action - - www.cvcaa.org

Tres Rios Presbytery - - www.tresrios.org

St Paul - - www.stpaulsanangelo.org

Facebook - - www.facebook.com/Stpaulsanangelo

San Angelo Chamber - - www.sanangelo.org

Concho Valley Food Bank - - www.conchovalleyfoodbank.org

Congregation Beth Israel - - www.shalomsanangelo.com

Homeless Planning Commission - - www.facebook.com/cvhpc

References

Reference #1

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Reference #2

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