



## Ministry General Information

Ministry Name	Presbytery	Synod
Gayton Kirk Presbyterian Church	James	Mid-Atlantic
Email	Preferred Phone	Website Address
gaytonkirk@gmail.com	804-741-5254	thegaytonkirk.org
Mailing Address	Alternate Phone/Email	Community Type
PO Box 29635, Henrico, VA 23242		Suburban
Congregation or Organization Size	Curriculum	Average Worship Attendance
101-250 members	Self-generated; books	75
Church School Attendance	Statistical Report	
20	<a href="https://ogaapps.pcusa.org/api/report/23379">https://ogaapps.pcusa.org/api/report/23379</a>	
Intercultural Composition		Released Date
White: 94%, Hispanic/Latinx: 4%, Black/African American/African: 2%		

## Information about the Position

### Position Requirements

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

### Ministry Requirements

#### Church Mission/Vision Statement

Mission Statement: Embracing the example of Jesus, our welcome knows no boundaries and is extended to ALL people.

Vision Statement: The Gayton Kirk will continue to be a welcoming, inclusive, community-oriented, program centered, progressive, Presbyterian church.

As followers of Jesus, we worship, grow and share in creative ways; we are church "different." We are a caring, welcoming community of people with open minds and open hearts, worshiping God and exploring/expressing our faith with song and dance, visual arts and poetry, jazz and classical sacred music, meditative silence, and drama. We welcome those who have more questions than answers about their faith. We seek justice, peace, support and love for our community. We offer four very different styles of worship each week to meet differing needs and personal preferences (only one has a sermon). We welcome people of all walks of life, various racial/ethnic identities, and are an LGBTQ-friendly church with a wide variety of opinions on Christian faith and issues of the day. We value creativity and artistic expression, innovation, experimenting, and risk-taking. We are NOT stuffy, stodgy, staid, or boring.

The Kirk's Mission Study can be found in the links provided. This study provides a detailed report on the background, congregation, worship, missions and administration of the Kirk. This Study also outlines challenges facing the Kirk and planned actions to address these issues.

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

Worship: Lead worship at three services on Sundays, preaching at one service. Lead Taize worship on Wednesday afternoon. Encourage and enable creativity in worship.

Leadership: Moderate Session, participate in monthly Committee Night, facilitate new ideas and new leadership, encourage, train, and support elders, deacons, and congregation, assist in the Kirk's goal of gaining recognition in the community and in the spiritual and numerical growth of the membership, foster a warm and welcoming environment for congregation and visitors that emphasizes inclusiveness and friendship.

Teaching: Lead occasional classes and studies throughout the year; participate in weekly Coffee and Scripture; lead new member classes

Other: Manage staff (part time pianist, office manager, A/V tech, child care worker); participate in church events when possible; provide monthly written reports of activities to the Session

## Compensation & Housing

Minimum Effective Salary  
75000

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 Kirk is a community welcoming all people, and provides a variety of experiences that enhance faith and togetherness. We are a place where all can find a welcome home, and experience acceptance and friendship.

We offer three services on Sundays, an 8:30 am Celtic service with discussion of the scriptures, a traditional 11am service with a sermon, and a 5 pm Jazz Vespers service relating art, music, poetry and the scriptures. These three services all include communion. Weather permitting, we offer an outdoor service of meditation. On Wednesdays, we offer a mid-day Taizé-style prayer service, which includes spoken prayer for our congregation and community. Each of these worship services appeals to different people at different times. Separate services can lead to issues of congregational cohesion among the various attendees. Session is working to address this concern and has developed an action plan (See Mission Study).

The Kirk is active during the week with groups/classes for those in the community and our congregation (e.g., Bible studies, book studies, chair yoga, tai chi, and art/music classes), all offered at no cost.. All of these are ways we live out our welcome and inclusiveness. Visitors describe the Kirk as welcoming, peaceful, active, and caring.

This congregation has had only two installed pastors in its 43-year history, both of whom retired after long and successful tenures. We love God, we love our church, and we love one another!

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?

The Kirk is located in the west end of Henrico County. We are a welcoming congregation, committed to equality, fairness, and justice. Dedicated to Christian principles, we respect the freedom of religion that is guaranteed by the Constitution. Our local community is thriving. Economically, Henrico is a very fiscally stable county. Middle to upper class best describes our economic profile.

The Kirk has a long history of mission work, locally, nationally and internationally. Each week, the Kirk offers hospitality, wellness, and secular and faith formation opportunities for our neighbors to promote growth, wholeness, and connection. The Kirk's mission programs aid local and international organizations that address needs of the poor, support refugees, and provide youth faith formation and hospitality. Our support focuses on a) Youth, b) Shelter and Basic needs of the underprivileged and c) Food Security. A detailed description of the programs supported can be found in our Mission Brochure.

The Kirk is a program-centered church. The needs of our community is an emerging concern due to government cutbacks in program funding. More people are looking for services such as addiction counseling, GED programs, ESL classes, child care, and access to food. All of these problems are really opportunities. The Kirk hopes to continue to help address some of these concerns as we embrace being a good neighbor. We are, however, an aging congregation, so we have had to reimagine ways we can be involved.

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 minister leads a small, dedicated staff, moderates the Session, guides the committees, and interacts with an active group of elders, deacons and volunteers to accomplish the Kirk's goals. She/he is the primary cheerleader and enabler for the vision of the Kirk.

The minister is expected to help the leaders and volunteers prioritize their work and adjust focus on these challenges as needed. The minister should encourage and nurture the values the Kirk has developed of having a welcoming environment, encouraging community activities, and allowing all persons to feel they are part of a loving and supportive church family.

Skills needed include strong interpersonal skills, a collaborative leadership style, and the ability to encourage and nurture the diverse group of leaders, volunteers and members. Creativity, a welcoming attitude, motivational skills, and positive energy/outlook are also traits sought.

The Mission Study outlines challenges the Kirk is facing and proposed action plans addressing these challenges (see Mission Study pp. 24-32). Some concerns include overwork of the community of deacons, elders and volunteers, especially due to an aging congregation. Although a sermon is preached at only one worship service, the number of services adds to the minister's time on Sundays; the Session is discussing options to enhance connections among the services. Prioritization of tasks/projects to manage these concerns is being reviewed and addressed in the Mission Study.

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.

We hope our new minister has a friendly, outgoing nature, able to interact in a positive way with all members and friends of the congregation, as well as attract new individuals and families to participate with us. In leading a diverse group of faithful people, the minister should be open to new ideas and encourage the creativity of the congregation, especially helping to promote music and the arts as an extension of 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.

This is a church that worships in different ways, with different styles. Our pastor should love worship and appreciate the variety of worship opportunities that appeal to people at different stages of their faith and growth. We are used to lectionary preaching, but are not opposed to occasional diversions, depending on the needs of the congregation.

The Kirk is a progressive, Reformed church, so our next pastor should support our emphases on social justice and mission work. We hope the pastor will learn and grow along with us through participation in classes and Bible studies.

One area that is crucial to the future of the Kirk is leadership development. We embrace the spirit of Eph. 4:12-16, and see the pastor's role as "equipping the saints for the work of ministry," but helping to develop the gifts and interests of our members and friends.

In serving an older population, the pastor should have necessary skills in pastoral care and be willing to help the deacons in caring for the congregation, especially in times of illness and life crises.

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

The pastor is expected to provide spiritual leadership and education, preaching at one worship service on Sundays (11 a.m. service, 30-35 participants) and leading and participating in discussion at the other two (Celtic, 17-22 participants, and Jazz, 15-20 participants), and administering Communion at all three services. The pastor provides spiritual guidance in helping the congregation to grow in their relationship with God, and equipping them for ministry and service in the church and community.

A pastoral presence in times of illness, death, and other life changes is essential for our next pastor. They should be involved in welcoming new visitors and encouraging member involvement. The pastor is expected to perform occasional special services (baptism, weddings, funerals), as well as fostering a church culture of community engagement and development, including supporting social justice and racial equity efforts.

Finally, the position involves administrative responsibilities such as overseeing the educational and spiritual programs of the Kirk, working with the Kirk on its mission programs, and organizational leadership (managing a small staff and being attentive to fiscal sustainability). The pastor must work within the parameters of the Book of Order, and work collaboratively with the Session, communicating and consulting with them on all matters of the church.

## Optional Links

Website - Gayton Kirk Website - <https://thegaytonkirk.org/>

ACTS - Area Congregations Together in Service - <https://www.actsrva.org/>

Mission Study - Gayton Kirk Mission Study May, 2025 - <https://thegaytonkirk.org/wp-content/uploads/2026/01/Gayton-Kirk-Mission-Study-1.pdf>

Henrico County - Information about our county - <https://henrico.gov/>

Richmond Area - Information about the Richmond area - <https://www.rva.gov/city-information>

Visit Richmond - Visitor information for the Richmond area - <https://www.visitrichmondva.com/>

## References

### Reference #1

Dr. D. Ron Inlow  
former member (moved)  
804-347-8794  
rinlow@richmond.edu

### Reference #2

The Rev. Shelly Barrick Parsons  
COM liaison  
304-692-3610  
shellybp@gmail.com

### Reference #3

The Rev. Janet James  
former pastor  
804-366-5166  
TheBlackberryLily@gmail.com

## Self-Referral Contact Information

### COM

Kerry Foster

### Preferred Phone

1-804-514-3358

### Email Address

tempgp@presbyteryofthejames.org

### EP

Kerry Foster

### Preferred Phone

1-804-514-3358

### Email Address

tempgp@presbyteryofthejames.org

### PNC

Marilyn Johns

### Address

11301 Glendevon Rd. Chesterfield VA 23838

### Preferred Phone

240-308-0801

### Email Address

gaytonkirkpnc@gmail.com

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