



**PRESBYTERIAN CHURCH (U.S.A.)
CHURCH LEADERSHIP CONNECTION
100 WITHERSPOON STREET
LOUISVILLE, KY 40202-1396
Toll Free 1-888-728-7228 ext. 8550 (502) 569-5870
www.pcusa.org/clc**

MINISTRY INFORMATION FORM

Ministry ID 06344
Ministry Name Grove United Presbyterian Church
Mailing Address PO Box 88; 125 East Main Street
City West Middletown State PA Zip Code 15379
Telephone Number 724-587-3754 Fax Number _____
Email _____
Web site _____

Congregation or Organization Size(Select one)

- Under 100 members
 101 - 250 members
 251 - 400 members
 401 - 650 members
 651 - 1000 members
 1001 - 1500 members
 More than 1500 members
 N/A

Average Worship Attendance 38

Church School Attendance 20

Church School Curriculum David C Cook; various DVD series



Check if certified as eligible for participation in the Seminary Debt Assistance Program

Ethnic Composition Of Congregation *(in whole %):*

Enter the percentage of each racial ethnic component of your congregation.

- _____ American Indian or Alaska Native
- _____ Asian
- _____ Black or African American (African Native, Caribbean)
- _____ Hispanic Latino/Latina, Spanish
- _____ Middle Eastern
- _____ Native Hawaiian or Other Pacific Islander
- 100 White
- Other _____

Presbytery Washington Synod Trinity

Community Type (select one)

- | | | |
|------------------|----------------------|------------------|
| _____ College | <u>X</u> _____ Rural | _____ Suburban |
| _____ Small City | _____ Town | _____ Urban |
| _____ Village | _____ Recreation | _____ Retirement |
| _____ N/A | | |

Clerk of Session Contact Information:

Name Corrinne D. Vogel

Address 875 McElree Road

City Washington State PA Zip Code 15301

Preferred Phone 724-228-6475 Alternate Phone 724-255-9026

E-mail gcvogel@verizon.net FAX _____



***Select below the position to be filled and the minimal number of years of experience required (e.g. no experience, first ordained call, up to 2 years, 2-5 years, 5-10 years, or above 10 years)**

<u>Years of Experience</u>	<u>Position Type</u>	<u>Years of Experience</u>	<u>Position Type</u>
Up to 2 years	Solo Pastor		General Assembly Staff
	Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff)		Church Business Administrator
	Head of Staff (supervised one teaching elder and other staff)		Executive Director
	Associate Pastor (Christian Education)		Director of Music (non-ordained)
	Associate Pastor (Youth)		Minister of Music (ordained)
	Associate Pastor (Other)		Mission Co-worker (International)
	Pastor (Church Planter, New Worshipping Community)		Christian Educator (Certified)
	Pastor (Transformation/Redevelopment)		Christian Educator (non-certified)
	Pastor Interim		Administrator
	Pastor (for a designated term)		Funds Developer
	Pastor (Other Temporary i.e., Supply, Student)		Finance Manager
	Pastor, yoked/parish		Media Specialist
	Co-pastor		Communicator
	Executive Pastor		Coordinator
	Evangelist or Mission Pastor		Youth Director (non-ordained)
	Bi-vocational/Tentmaker		Other
	Chaplain		
	Pastoral Counselor		
	College/Seminary Faculty		
	Seminary Staff		
	Campus Ministry		
	General Presbyter/Executive Presbyter Presbytery Leader		
	Stated Clerk (Presbytery)		
	Synod Executive		
	Mid-Council Program Staff		



You may also specify the position title (if appropriate) _____

***Employment Status**

_____ Full Time Part Time _____ Open to Either
 _____ Bi-vocational (able to provide employment through outside partnership)

Is this a yoked congregation? No _____ Yes

(If yes, please complete the Yoked Congregation Detail Form.)

Clergy Couple (Are you open to a clergy couple?) Yes No _____

Certification/Training (check below the desired certification or training needed for the position):

Interim/Transitional Ministry Training _____	Interim Executive Presbyter Training _____
Certified Christian Educator _____	Certified Business Administrator _____
Certified Conflict Mediator _____	Clinical Pastoral Education Training _____
Other _____	

Language Requirements

<input checked="" type="checkbox"/> English	_____ Spanish	_____ Korean	_____ French
_____ Arabic	_____ Armenian	_____ Creole	_____ Portuguese
_____ Japanese	_____ Russian	_____ Swahili	_____ Burmese
_____ Cambodian	_____ Indonesian	_____ Laotian	_____ Thai
_____ Vietnamese	_____ Taiwanese	_____ Cantonese	_____ Mandarin Chinese
_____ Twi	_____ Sign Language	_____ Other	

Statement of Faith Required Yes _____ No

Mission Statement

What is your congregation's or organization's Mission Statement?

Our mission is to lead the spiritual development of our community through our congregation. We will do this by glorifying and praising God and teaching all ages about the Bible. We share the Good News of our salvation through our Lord Jesus Christ- by both our words and deeds.



NARRATIVE QUESTIONS

(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)

1. What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived out.

Our goal is to fulfill the Great Commission from Jesus Christ, our Lord and Savior by studying the Bible, and apply its teachings in our lives and the community. As the Body of Christ, we are called to be witnesses and servants of God's transforming power, to love God and neighbor, and to encourage one another in becoming more Christ-like. The congregation must spread the news of Christ's saving grace to all ages in and outside of the church. We utilize Sunday School and/or Bible Studies as well as Bible based worship services to learn more about God and His plans for us. We reach out to the community's children with our Youth Club which meets weekly during the school year and host a fantastic Vacation Bible School each summer. The fun filled week ends with a trip to a nursing home where the kids sing, show off their crafts and bring smiles to the faces of many strangers. We also support local mission causes such as the food bank with food items, men and women's shelters with clothing and other necessities, as well as national and international mission programs such as Samaritan's Purse. The chancel choir and hand bell choir perform a Christmas concert to spread the joy of Jesus' birth as well as collect monetary donations for the food bank. The Pastoral Care committee sends cards and emails and makes visits and phone calls. We show our love and compassion when we prepare and serve bereavement meals for our families and friends. We strive to be the "light on the hill".

2. How do you feel called to reach out to address the emerging needs of your community or constituency?

As the community is seemingly complacent about attending church or even considering faith as a priority, we need to become more visible in the community. A more active role in evangelism in our own backyard continues to be a need. Sharing God's Word and sharing in fellowship opportunities through community type events beyond the church walls would give others the chance to learn about and witness God's love in action.

3. How will this position help you to reach your vision and mission goals?

Our desire is to be better disciples so our next leader should help equip the congregation with knowledge, inspiration and motivation to move us out of our comfort zones and to be "risk takers" for the Lord! Fresh ideas and strategies for looking forward and sharing the love of Christ while we serve others would be a starting point towards our goal to reach out into the community.



4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.

We are seeking a compassionate, loving minister who has good knowledge of the Scriptures and is organized, energetic, and is willing to be a bridge builder between us and our community. A motivating speaker who has a hopeful attitude, good sense of humor and spiritual maturity would be helpful to lead the congregation as new ideas and programs are begun. The minister should be comfortable with the roles of teacher, communicator, nurturer and advisor when the need arises.

5. For what specific tasks, assignments, and programs areas will this person have responsibility?

Provide regular preaching and worship leadership on Sunday mornings (including Children's sermon) and at special services such as, but not limited to: Ash Wednesday, Maundy Thursday, Christmas Eve and community worship services such as Evening Lenten service, combined worship with sister churches at Cross Creek Park, Worship at the Washington County Fair, and Avella Baccalaureate service. The pastor would perform weddings, funerals and administer the sacraments as agreed upon with the Session. The pastor will assist in preparing persons for membership in the church. The pastor will provide (along with the elders and others) pastoral care for church members and friends, including home and hospital visitations when appropriate. Bi-monthly cover letter for the church newsletter would be appreciated. In special circumstances, the pastor may provide crisis care and/or personal counseling to those outside the church who seek comfort and guidance through the church with Session approval. This pastor would provide administrative leadership for the congregation, planning for and moderating session and congregational meetings, and provide organizational oversight for the work of the church.

OPTIONAL LINKS

Provide below any links to online information that may help call seekers understand your congregation or organization. (e.g. *organization or community websites, online newsletters, demographic information*) Please note the CLC system does not warehouse links. (Limit characters to 500)

Grove United Presbyterian Facebook Page



***LEADERSHIP COMPETENCIES**

(Select 10 leadership competencies from the list below that are required for the position.)

THEOLOGICAL/SPIRITUAL INTERPRETER		
X	Compassionate – having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus.	Hopeful – maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing basic needs; and helps followers to see a way through chaos and complexity.
X	Preaching and Worship Leadership: Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence.	X
	Lifelong Learner – individuals who use every experience in life as a potential tool for growth; one who pursues continuing education; and those who build on strengths and seek assistance to improve weaknesses.	X
		Teacher – creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.
COMMUNICATION		
	Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.	Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
X	Public Communicator - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect.	Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	



ORGANIZATIONAL LEADERSHIP

x	Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.
	Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.		Culturally Proficient – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	Externally Aware - identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society.		Entrepreneurial - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.
x	Risk Taker – persons with the ability to take appropriate risk to accomplish needed goals; one who thinks outside the box and who is not afraid of challenging the status-quo.		Task Manager - Assures that effective controls are developed and maintained to ensure the integrity of the organization; holds self and others accountable for rules and responsibilities; can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget; and monitors and evaluates plans, focuses on results and measuring attainment of outcomes.
x	Willingness to Engage Conflict: Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.		Decision Making: Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally regarded as offering solutions and suggestions that are correct and effective.
	Organizational Agility: Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is politically savvy.	x	Strategy and Vision: Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.
	Financial Manager – deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to achieve operational efficiencies and value for money; puts in place rigorous and comprehensive financial accountability systems.		Funds Developer – maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization’s contact list; prepares statement of planned activities and enlists support for mission initiatives.
	Collaboration: Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the		



strengths and limitations of others.		
INTERPERSONAL ENGAGEMENT		
	Interpersonal Engagement - Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes.	Bridge Builder – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.
X	Motivator - Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission accomplishment.	Personal Resilience: Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate
	Initiative: Demonstrates ambition is highly motivated; is action oriented and full of energy for things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.	Flexibility - Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.
	Self Differentiation: Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a less- anxious presence in the midst of turmoil; is not overly dependent upon outside affirmation; works to build a strong personal support system.	

***COMPENSATION AND HOUSING:** *A range is needed for matching purposes. The maximum salary is not published anywhere. Effective salary is cash salary plus housing allowance or manse value and other compensation considered “effective salary” by the Board of Pensions of the PC (U.S.A.)*

See Effective Salary Definition at [Board of Pensions](#).

Minimum *Effective* Salary \$ 25,000 Maximum *Effective* Salary 30,000

Housing Type Manse
X Housing Allowance
 Open To Either (Manse or Housing Allowance)
 Not Applicable (*For Non-pastoral Positions Only*)



***EQUAL EMPLOYMENT OPPORTUNITY**

The unity of believers in Christ is reflected in the rich diversity of the Church's membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore, no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than stated in this Constitution. (F-1.0403)

Each Pastor Nominating committee and Search committee is expected to undertake its search for a Teaching Elder in a manner consistent with the good news that in the church "...as many of you as were baptized into Christ have put on Christ. There is neither Jew nor Greek, there is neither slave nor free, there is neither male nor female; for you are all one in Christ Jesus."

Has the Pastor Nominating Committee and Search Committee affirmed its intention to follow the Form of Government in this regard?

Yes

No

REFERENCES (Limit 3)

Below, please list three persons who know your congregation. You might list your Presbytery leadership, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.

Name Rev. Amy Florence

Address 131 Manse Street, West Alexander, PA 15376

Phone Numbers 609-230-6371

Relation Session Moderator; COM liaison

E-mail pastoramyflorence@gmail.com

Name Rev. Bill Roemer

Address 7065 Highland Creek Drive, Bridgeville, PA 15017

Phone Numbers 412-818-9408

Relation frequent guest speaker

E-mail billroemer4@gmail.com



Name Gary Gibson, CRE
Address 2176 South Main Street Ext., Washington, PA 15301
Phone Numbers 412-997-1699
Relation pastor of neighboring church
E-mail ggibson@srcare.org

***Pastor Nominating Committee/Search Committee Chairperson/Mid-council Search Committee Chairperson:**

Name Bonnie McConnell & Dale Rush – co-chairs
Address PO Box 88
City West Middletown State PA Zip Code 15301
Preferred Phone 724-587-3087
Alternate Phone 724-747-3731
E-mail Address for PNC Communications (required): GrovePNC@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee Dale Rush/Bonnie McConnell Date 12/8/2019
Signature

Clerk of Session Corrinne D. Vogel Date 12/8/2019
Signature

Presbytery _____ Date _____
Signature