



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

### MINISTRY INFORMATION FORM

Ministry ID \_\_\_\_\_06236\_\_\_\_\_

Ministry Name     Center United Presbyterian Church \_\_\_\_\_

Mailing Address    110 Washington Avenue \_\_\_\_\_

City \_\_\_\_\_Midway\_\_\_\_\_ State \_\_\_\_\_PA\_\_\_\_ Zip Code 15060

Telephone Number\_\_\_\_(724)796-3351\_\_\_\_\_ Fax Number \_\_\_\_\_

Email \_\_\_\_\_centerunitedpresbyterian@gmail.com\_\_\_\_\_

Web site \_\_\_\_\_centermidway.com \_\_\_\_\_

#### **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 2019: 52.2, 2020: 36.6**

**Church School Attendance Averages 25**



**Church School Curriculum** \_\_\_\_\_ **David C Cook & Varied** \_\_\_\_\_

☐ 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      X Rural      \_\_\_\_\_ Suburban  
\_\_\_\_\_ Small City      X Town      \_\_\_\_\_ Urban  
\_\_\_\_\_ Village      \_\_\_\_\_ Recreation      \_\_\_\_\_ Retirement  
\_\_\_\_\_ N/A

**Clerk of Session Contact Information:**

Name Karen Bartosh  
Address 210 Prospect Street  
City Midway State PA Zip Code 15060  
Preferred Phone 724-796-1367 Alternate Phone \_\_\_\_\_  
E-mail r\_bartosh@comcast.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>
Any	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) \_\_\_\_\_ Pastor \_\_\_\_\_

**\*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):

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

**Language Requirements**

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

**Statement of Faith Required** ☒ Yes      ☐ No

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## **Mission Statement**

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

By the grace of God, we will fulfill the mission of the Center United Presbyterian Church when we: *worship* God to enrich believers and inspire others to believe; *develop* Christians through the Word to live in obedience to Jesus Christ; *serve* the community, nation and world; *connect* all members with a focus on the mission of a thriving church; and *provide* resources of time, talent and treasure to accomplish the goals of Christ.



## 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.

Center United Presbyterian Church of Midway's (CUP) ministry consists of providing opportunities for fellowship, worship and mission. Our vision for ministry is that our church will draw in the members of our community, through the delivery of God's Word, with the congregation serving as living examples. CUP's goal is to serve our community in the name of Jesus Christ.

We live our vision through our scripture-based worship that promotes the Message of God. We seek a pastor who is strong in their faith and continues to present the Word of God in a way that is moving and drives people forward within their faith.

The pastor will be called upon to lead the congregation in the following ways to fulfill that vision:

- a. **Worship:** Plan and lead a traditional worship service, guided by the infallible Word of God.
- b. **Develop:** Provide guidance and encouragement to the congregation, enabling them to develop a deeper faith.
- c. **Serve:** Be the teaching elder and provide care to meet the pastoral needs of the church members as well as members of the community.
- d. **Connect:** Be the communication link within the church and also the link between the church and the community.
- e. **Provide:** Use one's gifts and skills to enable the church to live out its vision in serving Jesus Christ.

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

Center United Presbyterian Church of Midway has community outreach through the following channels:

- a. Initiate and offer emergency and continuing financial help to needy members and non-members
- b. Host Shrove/Pancake Dinner, Steak Dinner and Breakfast with Santa for members of the community at large
- c. Provide funeral dinners for the families of our members and community people whose loved ones have died
- d. An annual recognition service for local volunteer first responders and fire fighters
- e. Sponsor service and fiscal giving opportunities for the congregation



- f. Outreach programs for local, Presbytery, Synod, Denominational and other international mission – including the McDonald Food Bank, Meals on Wheels, Washington City Mission, MAMA, Pine Springs Christian Summer Camp, Fort Cherry Helping Hands, Souper Bowl Missions, Angel Tree, Domestic Violence, Shoebox Samaritan Purse, Veterans Recognition, Narcotics Anonymous host site
- g. Identify and encourage participation in community events

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

By growing the church and ministering to the needs of the community, this position will play into our vision and goal of leading others to Christ and helping those less fortunate, while expanding our membership

Center Church is looking for a pastor with strong leadership skills. A leader who will share the same vision and mission as the church and have the ability to lead the church in this direction. This 'leader' will need to bridge differences, negotiate through stumbling blocks and provide the strategy that the congregation will follow so that the church can continue to develop, both spiritually and financially, and provide further outreach to 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.**

The congregation is looking for a Pastor who will serve as a spiritual guide, witness/evangelist and minister of the Word and Sacraments. The Pastor's preaching will emphasize the Bible, while providing a timely message to energize and invigorate lay involvement in ministry, as well as build congregational involvement. The Pastor needs to be outgoing and willing to minister to not just our needs but to the community and especially the youth of the community, while being grounded in the Word of the Lord. This leader needs to be inclusive and encouraging to all members to further our mission within CUP and Midway and surrounding areas.

Other desired traits of a Pastor include:

- a. one who exhibits deep faith in God and demonstrates that faith
- b. a strong view of the authority of Scripture
- c. a strong understanding of the Bible and the ability to convey the Word
- d. is inspirational from the pulpit
- e. good listening and speaking skills
- f. an ability to convey that he/she cares about people
- g. an ability to build solid relationships of trust and respect
- h. the capacity to unite people and mesh ideas toward a common purpose
- i. energetic and action oriented
- j. an ability to provide counsel and guidance

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

The Pastor's main responsibility is to **proclaim the Word of God** and encourage the spiritual well-being of the members of the congregation. We need a pastor who can work well in sharing responsibilities with various groups by introducing **new ideas** and **sustaining existing programs**.



With guidance of the pastor, the congregation should focus on **meeting the needs of the community** by reaching out and inviting them into the circle of the church.

- a. Center Church's corporate worship centers around a traditional service that is led by the pastor with strong support from the organist and choir. Worshippers are welcomed by a member of the Session, Deacons or Trustees. Children's sermons are also a part of the worship service. Members of the congregation volunteer to read the Scripture lesson. Lenten services are led by our local Ministerium and hosted at all churches in the area.
- b. Our Sunday School has experienced gains and losses over the year, but remains a strong base for children beginning at age 3. We have 2 adult classes, one of which is usually led by the pastor. Our education wing provides individual classrooms for all ages.
- c. Our Youth Group meets once a week for fellowship.
- d. Reinstate annual summer Bible School
- e. Our church has three governing boards: Session, Deacons and Trustees. The Session and Trustees meet the third Monday of every month with the two boards meeting jointly for any matters necessary and then carrying on their own meetings. The Deacons meet after the worship service every second Sunday of the month. The Deacons host various fundraiser activities to help support their mission. The Session, along with the pastor, is concerned about the church's spiritual and material needs. The Board of Trustees sees to our building/property needs and oversees our finances
- f. Visitation of elderly, shut-ins and those unable to attend worship service.

### 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)





## \*LEADERSHIP COMPETENCIES

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

THEOLOGICAL/SPIRITUAL INTERPRETER			
X	<b>Compassionate</b> – 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.		<b>Hopeful</b> – 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	<b>Preaching and Worship Leadership:</b> 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.		<b>Spiritual Maturity:</b> Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with faithfulness of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.
	<b>Lifelong Learner</b> – 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	<b>Teacher</b> – 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			
	<b>Communicator</b> - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.		<b>Bilingual</b> – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
X	<b>Public Communicator</b> - 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.		<b>Media Communicator:</b> Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
	<b>Technologically Savvy</b> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.		



### ORGANIZATIONAL LEADERSHIP

X	<b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.	<b>Change Agent</b> – having the ability to lead the change process successfully; anchoring the change in the congregation's/organization's vision and mission.
	<b>Contextualization</b> – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.	<b>Culturally Proficient</b> – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	<b>Externally Aware</b> - 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.	<b>Entrepreneurial</b> - 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.
	<b>Risk Taker</b> – 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.	<b>Task Manager</b> - 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.
	<b>Willingness to Engage Conflict:</b> 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.	<b>Decision Making:</b> 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.
	<b>Organizational Agility:</b> 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 <b>Strategy and Vision:</b> 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.
	<b>Financial Manager</b> – 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.	<b>Funds Developer</b> – 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.
X	<b>Collaboration:</b> 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

X	<b>Interpersonal Engagement</b> - 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.	X	<b>Bridge Builder</b> – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.
	<b>Motivator</b> - 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.		<b>Personal Resilience:</b> 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
X	<b>Initiative:</b> 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.		<b>Flexibility</b> - 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.
	<b>Self Differentiation:</b> 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 \$39,000\_\_\_\_\_ Maximum **Effective** Salary \$44,500\_\_\_\_\_

Housing Type \_\_\_\_\_X\_\_\_\_\_Manse

\_\_\_\_\_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 Craig Kephart

Address Washington Presbyter P.O. Box 146

Numbers 724-222-1500

Relation Familiar with CUP

E-mail [office@washingtonpresbytery.org](mailto:office@washingtonpresbytery.org)

Name Rev. Ben Robinson

Address 210 Front Street PO Box 545 Midway, PA 15060

Phone Numbers 724-225-1695

Relation Familiar with the Midway community

E-mail [baptist3381@windstream.net](mailto:baptist3381@windstream.net)



Name **Rev. Justin Amsler** \_\_\_\_\_

Address **119 Station Street McDonald, PA 15057** \_\_\_\_\_

Phone Numbers **724-926-8561** \_\_\_\_\_

Relation **Familiar with CUP** \_\_\_\_\_

E-mail **office@mcdonaldpres.org** \_\_\_\_\_

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

Name **Judi Bayer & Logan Bayer** \_\_\_\_\_

Address **380 Washington Avenue** \_\_\_\_\_

City **Hickory** \_\_\_\_\_ State **PA** \_\_\_\_\_ Zip Code **15340** \_\_\_\_\_

Preferred Phone **412-997-2464** \_\_\_\_\_

Alternate Phone **724-884-6145** \_\_\_\_\_

E-mail Address for PNC Communications (required): **[centerunitedpresbyterian@gmail.com](mailto:centerunitedpresbyterian@gmail.com)**