



**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**

### MINISTRY INFORMATION FORM

Ministry ID 20595

Ministry Name Trinity Presbyterian Church

Mailing Address 545 South Mobile Street

City Fairhope State AL Zip Code 36532

Telephone Number (251)928-2524 Fax Number (N/A)

Email \_\_\_\_\_

Web site <http://www.TPCFAIRHOPE.org>

#### **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** \_\_\_\_\_ 285 \_\_\_\_\_  
**Church School Attendance** \_\_\_\_\_ 100 \_\_\_\_\_  
**Church School Curriculum** \_\_\_\_\_ Various: DWELL, PCUSA, ETC. \_\_\_\_\_

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 South Alabama Synod Living Waters

**Community Type (select one)**

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

**Clerk of Session Contact Information:**

Name Linda Glaze  
 Address 168 Club Drive  
 City Fairhope State AL Zip Code 36532  
 Preferred Phone (251) 599-4728 Alternate Phone (251) 929-3450  
 E-mail LSGLA649@gmail.com FAX N/A



**\*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>               |
|----------------------------|---|----------------------------|------------------------------------|
|                            | Solo Pastor   |                            | General Assembly Staff             |
|                            | Head of Staff (Multi-Staff Pastor, who supervised two or more ordained staff persons) |                            | 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)       |
| 5+                         | 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<br>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):

|   |   |
|---|---|
| <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 | _____ 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

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**Mission Statement**

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

Trinity Presbyterian is a community marked by faith in Jesus Christ, called to love one another, and sent to bring hope to the world.

Short Version: Trinity Presbyterian is a community of FAITH, HOPE, and LOVE.





## 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 vision at Trinity is to be a community of Faith, Hope, and Love. We attempt to live out our vision through a traditional worship service, sermons based on scripture, and by accepting everyone as a child of Christ without prejudice or judgment.

Members reach out not only to each other with compassion and love, but to the surrounding community as well. A house on our campus is currently being used to shelter a family left homeless by Hurricane Sally. A popular annual event in Fairhope is our Drive Thru Nativity. We support local missions with money and volunteers including Ecumenical Ministries, Prodissee Pantry, Family Promise, Habitat for Humanity, and tutoring in local schools, to name a few. We also support Presbyterian Children's Home and Kairos (a prison ministry). Nationally, we support PDA and have done several short-term local mission trips in response to flooding/storms. In addition, for the past 7 years we have taken a yearly multigenerational mission trip to Coban, Guatemala, working with the Presbyterian Complex and providing scholarships and supplies to a local school there.

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

Fairhope and the surrounding area on the Eastern Shore is experiencing rapid growth. Fields that once grew cotton and peanuts now are sprouting subdivisions. We are seeing a big influx of young families and retirees who have no church affiliation, or no family support system in the area. We would like to reach out to these families in creative ways that are both deep and wide: "deep" in the sense of providing opportunities for spiritual growth and "wide" in providing a sense of community and a place of belonging. Through a survey of our members, we have identified several deepening opportunities internally, including more adult Christian education, Bible studies, fellowship opportunities, and small groups providing grief support, building healthy marriages, and supporting mental health.



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

We expect our incoming Associate Pastor to quickly become a dedicated member of our ministry team. Our church is experiencing significant growth and we anticipate that our new AP will not only find ways to build on past leadership accomplishments but also direct the expansion of the church in new ministry areas.

We would describe our members as well educated and highly involved in our community. We have a healthy balance of young families and older adults. Trinity Church is blessed to encompass a rich diversity of members, many of whom have been drawn to the Fairhope area by the quality of life we share here. We believe these differences have had a positive influence on our congregation because we are stretched beyond our personal limited horizons. Our diversity thrives under Trinity's all-encompassing emphasis on the centrality of Christ in all that we do.

**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 looking for an ordained minister with an excellent knowledge of the Bible and Reformed Theology and the ability to communicate this in ways that inspire us to be the people God wants us to be. We would like this person to have had experience as a leader in another congregation, to be able to recognize the talents of church members and utilize them in ways that enhance our mission. He/she should be approachable, easy to relate to, and have a good sense of humor. We are looking for someone who sees the ministry not as a job but as a calling to a way of life, someone who struggles along with us to live as Christ's disciple.

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

The new Associate Pastor will assist our Senior Pastor with pastoral care and with planning Sunday morning worship, preaching messages that are grounded in scripture and in the doctrines of the Presbyterian Church. This person will be a resource for adult education, providing teacher training, leading Bible study groups, and forming other small groups as needed. He/she will assist in planning and participating in mission opportunities at home and abroad. In addition, this person will lead us in reaching out to and helping new arrivals in our surrounding community assimilate into the life of the church.



**\*LEADERSHIP COMPETENCIES**

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

| <b>THEOLOGICAL/SPIRITUAL INTERPRETER</b> |  |  |
|--|--|--|
|  | <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. | X<br><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<br><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.    |
| <b>COMMUNICATION</b>                     |  |  |
|  | <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 successfully navigate the world of technology using software, blogging, multi-media, and websites as tools for ministry.   |  |





**ORGANIZATIONAL LEADERSHIP**

|   |   |   |
|---|---|---|
| X | <b>Advisor</b> – an individual other 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.  |
| X | <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.   | <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.                  |   |



| <b>INTERPERSONAL ENGAGEMENT</b> |  |   |   |
|---------------------------------|--|---|---|
| X                               | <p><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.</p> | X | <p><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.</p>   |
|                                 | <p><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.</p>   |   | <p><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</p> |
|                                 | <p><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.</p>  |   | <p><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.</p>   |
| X                               | <p><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.</p>  |   |   |

**\*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 \$           \$55,000                                Maximum *Effective* Salary           \$70,000          

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 Brian C. Coulter  
 Address 1516 Hemphill Street, Fort Worth, TX 76104  
 Phone Numbers (817) 335-1231 (1<sup>st</sup> Presbyterian Church of Ft. Worth – Office)  
 Relation Former Associate Pastor – Trinity Presbyterian Church  
 E-mail brianchristohercoulter@gmail.com

Name Dr. Julian Walthall  
 Address 616 Maxwell Ave. Daphne, AL 36526  
 Phone Numbers (251) 621-3459  
 Relation Retired Presbyterian Pastor  
 E-mail jwwalthall@gmail.com



Name Al Thompson  
Address 1211 Main Street, Daphne, AL 36536  
Phone Numbers (251) 626-1915 (Office)  
Relation Stated Clerk for The Presbytery of South Alabama  
E-mail althompson423@gmail.com

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

Name Mary Burns  
Address 14287 County Road  
City Silverhill State AL Zip Code 36576  
Preferred Phone (251) 504-9121  
Alternate Phone \_\_\_\_\_  
E-mail Address for PNC Communications (required): mburns@gulftel.com

**ENDORSEMENTS**

Pastor Nominating Committee/

Search Committee \_\_\_\_\_ Date \_\_\_\_\_

*Signature*

Clerk of Session \_\_\_\_\_ Date \_\_\_\_\_

*Signature*

Presbytery \_\_\_\_\_ Date \_\_\_\_\_

*Signature*