

**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 21228
Ministry Name Myers Park Presbyterian Church
Mailing Address 2501 Oxford Place
City Charlotte State NC Zip Code 28207
Telephone Number 704-376-3695 Fax Number 704-334-8240
Email associatepastoratmppc@gmail.com
Website www.myersparkpres.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 1100+

Church School Attendance 400+ average (incl. Sunday School, Bible studies, short term classes)

Church School Curriculum Children: Spark, Dwell; Adults: Disciple Bible Studies, Feasting on the Word, topical studies (some with guest speakers)

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
99% White

Other _____

Presbytery Charlotte Synod Mid-Atlantic

Community Type (select one)

_____ College _____ Rural _____ Suburban
_____ Small City _____ Town X Urban
_____ Village _____ Recreation _____ Retirement
_____ N/A

Clerk of Session Contact Information:

Name Kristel White
Address 2501 Oxford Place
City Charlotte State NC Zip Code 28207
Preferred Phone: 704.771.4147 Alternate Phone _____
E-mail: kristelwhite1@gmail.com 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>
	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)
5 + Years	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)

Associate Pastor for Children and Their Families

***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

English Spanish Korean French
 Arabic Armenian Creole Portuguese
 Japanese Russian Swahili Burmese

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

With 25 to 40-year olds being our single largest and growing demographic within the church, MPPC has a unique and special opportunity to engage and cultivate the faith of our youngest disciples and their parents. In a time and culture where young families are increasingly overcommitted and overwhelmed, our goal is for CFM to meet families where they are in their personal faith journeys. CFM strives to help families tell God's story and integrate faith-forming experiences, conversations, and practices into families' daily routines. The parents of these young disciples often have faith backgrounds rich in tradition, but they also appreciate and welcome progressive ways of building a foundation of faith for their children. Ultimately, our hope is to include, encourage, and equip families from their child's first interaction with MPPC, and to be alongside them through ever-changing phases of their family's faith journey.

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

We at MPPC believe that no one is too young to worship God, and we are committed to the faith development of our youngest children. We believe that forming a solid foundation of faith in a child is best achieved by encouraging and equipping families to grow in Christ together. This faith family is passionate about its baptismal commitment and responsibility to nurture our youngest members as they grow in faith and seek to respond to Christ's call to discipleship in their own lives.

This Associate Pastor should be the driving force leading, guiding, and supporting children and their families by cultivating community through our Weekday School Programs, Vacation Bible School, church retreats and children's music programs, etc. This individual is expected to shepherd our children across divides while pursuing our mission work with our local neighbors. By doing so, with the help of God's magnificent love, lives will be transformed by living out Christ's love in Charlotte and beyond.

Our next Associate Pastor should help our children hear Christ's call in their lives, in their terms, while treating them with the same dignity and respect that God does.

This individual should be able to genuinely advocate for the young children of our faith family and collaborate with the other pastors at the church to ensure that existing ministries can be translated in meaningful and age-appropriate ways that can include our youngest disciples.

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

- An ordained minister and proven leader who is a committed follower of Jesus Christ with firm convictions of Reformed theology;
- Who shows passion, creativity, organization, and experience in working with children and their families in a large complex congregation whose membership spans diverse theological journeys;
- Who is an effective teacher who can capture the attention and imagination of children and their families in our congregation;
- Who can foster and maintain relationships with MPPC children and their families; *and*
- Who finds joy and hope in Children's ministries.

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

- Articulate and implement a vision for children's ministry that reflects Christ's love and grace and is lived out in relationships with God and one another;
- Work with other clergy to coordinate a life-long approach to faith formation for children, youth, and adults;
- Plan and supervise Sunday School, Vacation Bible School and other ministry programs for children (through 5th grade) and their families;
- Build authentic and appropriate relationships with children and their families;
- Work to create a place of belonging for children in worship, education, outreach, and other ministries;
- Guide the ministry of the Weekday School throughout the week, including supporting weekly chapel;
- Support the Children and Families Ministry Council and the Weekday School Board;
- Oversee budget for children's ministries;
- Supervise CFM staff and Weekday School Directors;
- Work with other clergy in planning, and regularly join in leading worship with occasional preaching;
- Offer pastoral care as arises in the course of congregational relationships and as the rotation of on-call responsibilities requires;
- Officiate weddings/funerals and lead baptism and confirmation classes, etc., as rotation model requires;
- Share in regular rotation of daily devotionals and other congregational communications;
- Participate in the Governing Councils of the church as required by ordination vows; *and*
- Fulfill other duties as assigned by the Executive Pastor.

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)

www.myersparkpres.org

*LEADERSHIP COMPETENCIES

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

THEOLOGICAL/SPIRITUAL INTERPRETER		
<p>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.</p>		<p>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.</p>
<p>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.</p>	X	<p>Spiritual Maturity: 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.</p>

	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,		Entrepreneurial - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates

	regulations, policies, procedures, trends, and developments both internally and in the larger society.		actions that involve a deliberate risk to achieve a recognized benefit or advantage.
	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.	X	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.
	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.
X	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.
X	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			
X	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.
	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.	X	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 \$ 60,000.00 Maximum *Effective* Salary negotiable
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?

 X 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. Dr. Richard Boyce
Address	Union Presbyterian Seminary at Charlotte 5131 Sharon Rd. Charlotte, NC 28210

Phone Numbers 980.636.1669
Relation Regular worshipper and Sunday School teacher
E-mail Richard.N.Boyce@gmail.com / rboyce@upsem.edu

Name Rev. Eldon "Von" Clemans, D.Ed.Min.
Address 13919 Ballyshannon Lane
Charlotte, NC 28278
Phone Number 704.906.7141
Relation Former Associate Pastor for Adult Faith Formation at MPPC;
Retired 2017
E-mail evc@outlook.com

Name Rev. Nicole Newton
Address 125 South 3rd Street
Wilmington, NC 28401
Phone Number 910.620.2240
Relation Associate Pastor for Children and Youth, First Presbyterian Church,
Wilmington, NC; former seminary intern at MPPC and part time staff
for Children's Ministry
E-mail nicole@firstonthird.org

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

Name Margaret Bradley
Address 2501 Oxford Place
City Charlotte State NC Zip Code 28207
Preferred Phone 704.490.2805 (cell) Alternate Phone _____
E-mail Address for PNC Communications (required): associatepastoratmppc@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee Chair _____ Date _____

Clerk of Session _____ Date _____

Presbytery _____ Date _____