



**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 22125

Ministry Name: Saint Luke's Presbyterian Church

Mailing Address: 1978 Mt. Vernon Road

City Dunwoody State GA Zip Code 30338

Telephone Number (770) 393-1424 Fax Number N/A

Email apnc@slpres.org

Web site www.slpres.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 200

Church School Attendance 75



Church School Curriculum Various

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.

<1 American Indian or Alaska Native

<1 Asian

<1 Black or African American (African Native, Caribbean)

<1 Hispanic Latino/Latina, Spanish

0 Middle Eastern

0 Native Hawaiian or Other Pacific Islander

99% White

Other _____

Presbytery Greater Atlanta Synod South Atlantic

Community Type (select one)

College _____ Rural _____ X Suburban

Small City _____ Town _____ Urban _____

Village _____ Recreation _____ Retirement _____

N/A

Clerk of Session Contact Information:

Name Julie Lee

Address 1978 Mt. Vernon Road

City Dunwoody State GA Zip Code: 30338

Preferred Phone (770) 393-1424 Alternate Phone _____

E-mail cos@slpres.org 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)
0-3	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		Pastor (For Such a Time as This Pastoral Resident)
	Bi-vocational/Tentmaker		Youth Director (non-ordained)
	Chaplain		Other
	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 Youth

***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	<input type="checkbox"/>	Interim Executive Presbyter Training	<input type="checkbox"/>
Certified Christian Educator	<input type="checkbox"/>	Certified Business Administrator	<input type="checkbox"/>
Certified Conflict Mediator	<input type="checkbox"/>	Clinical Pastoral Education Training	<input type="checkbox"/>
Other	<input type="checkbox"/> _____		

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	<input type="checkbox"/> _____	Other

Statement of Faith Required Yes No

Mission Statement

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

Responding to God's astonishing grace, we are moved to love God, love each other, and love our neighbors near and far.



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.

Vision

The members of Saint Luke's Presbyterian Church (SLPC) embrace our calling, as expressed in our Vision and Mission statements, through our dedication to improving the life of all church members and society as a whole. A high energy church, SLPC has a strong foundation in worship, worldwide missions, Christian education, faith-building, and community outreach.

While this position has an expanded role, Youth Ministry will be a primary focus. SLPC's commitment to Youth Ministry is demonstrated with our annual "Tartan Trot" road race. This is a churchwide commitment requiring over 100 church volunteers to produce. It is a beautiful outreach to the Metro Atlanta Community and draws 600-1100 participants producing \$60,000 to \$90,000. This, in turn, supports our summer youth conferences and summer programs and provides financial support to our mission partners. These summer experiences for youth are a critically important part of their faith journey and development through their time in the youth group and into the rest of their lives.

Saint Luke's is blessed with an effective, energetic staff. The congregation provides a welcoming community to visitors. Saint Luke's is far more active than activist and committed to unity rather than polarization.

This energy, external focus, and openness allows space for healthy relationships, mentoring, and compassion, and creates a culture ready for a collaborative, visionary paraclete to become our Associate Pastor of Youth.



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

SLPC seeks to enable our members to be beacons of faith, hope, and love in the community and beyond. Spearheaded by strong pastoral leadership and driven by its member's passion for sharing God's love through collective talents, SLPC has a long history of commitment to service and outreach, both locally and internationally.

Because the needs of the community are ever changing, SLPC remains open to new and innovative ways of sharing resources including facilities, member's time and talents, and financial support. In the Atlanta area, SLPC has several interfaith partnerships that enrich both faith communities and the people they serve.

SLPC feels called to serve the community through active engagement including the Tartan Trot, Habitat for Humanity, and relationships with a variety of assistance programs. SLPC has broad and active programs aimed at meeting the needs of church members. A robust Children's Ministry and active Youth Program shepherd members to adulthood while local and international mission outreach, Bible studies, small groups, and fellowship events serve all members. SLPC is an active, present church in and for the community.

SLPC is excited for a new leader that will embrace the recently established Youth Ministry Vision and help the church meet the goals set out in the Ministry Architects report including implementing a plan that embraces deep relationships with mission institutions and expanded opportunities for youth to explore how they are called to serve.

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

SLPC actively seeks to engage our youth through a variety of worship, fellowship, and outreach programs. Embraced by the congregation, youth grow spiritually and personally with numerous unique opportunities to lead and serve. In addition to welcoming and connecting with youth, this position encompasses planning the youth year, recruiting volunteers needed to carry it out, and leading in the plan's execution.

The Associate Pastor will enable the church to connect with an optimal number of youth on a regular basis. SLPC youth eagerly participate in annual mission trips and retreats focused on outreach and fellowship. SLPC seeks to encourage and build consistent participation in year-round activities (e.g., Sunday School, youth group meetings, monthly breakfast, and weeknight fellowship. New ideas are encouraged as well.)



The associate pastor serves to inform and motivate our youth, their parents, and adult volunteers, whether regular or intermittent. Volunteers are key in a successful youth program and provide opportunities for spiritual growth and intergenerational fellowship among members. SLPC is in an exciting time of “reconstructing” our youth ministry program with the outside assistance of Ministry Architects. This agency will be present to consult with the associate pastor in guiding the growth of the youth program over the next several months.

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

SLPC is seeking an Associate Pastor who will meet the youth where they are as well as bring new ideas while honoring traditional programming. SLPC youth are passionate about their program and would benefit from a leader who shares in that passion and participates in their activities with an energetic spirit. An ability to balance that active fun with serious topics, deeper faith discussions, and service to others is a key attribute of the right new youth leader for SLPC.

An adaptable leader will help guide the youth out of this transitional time and into more meaningful relationships with each other, their church family, and with God. With so many unique personalities across the youth group, a terrific leader will create a space for everyone to share their insight and feelings.

An engaged leader of youth will be actively involved in their lives, recognizing that church is not the entirety of their interest and talent. Watching youth play instruments or sports, checking in after a big test, and remembering things about their lives will deepen the youth’s connection with their leader and their church.

In addition, an effective leader of youth will communicate in ways that reach the target audience. Social media and text communications are preferred over email. Social media proficiency is essential for engagement.

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

The Associate Pastor for Youth, working in collaboration with the Youth Council, the MA Renovation Team (for 6-9 months), and the Faith Formation (formerly known as Christian Education) Committee, will serve as Director of the SLPC’s Youth Program coordinating activities for learning, group life, and service including but not limited to:

- Plan, lead, and coordinate the Confirmation Program for 8th graders and Youth Sunday



- Encourage and coordinate youth participation in the broader life of the church, including regular participation in worship leadership
- Coordinate pastoral care to youth and families
- Guide the Youth Council, consisting primarily of youth leaders, in imagining, preparing, and delivering church youth activities
- Equip volunteers to be in regular supportive communication and relationship with every youth in the church and program
- Organize, lead, and attend youth trips throughout the year
- Serve as pastor liaison to three committees, to be worked out in collaboration with the other pastors
- Serve as supervisor of SLPC's Seminary Intern
- Offer supplemental pastoral support to the SLPC's Children's Program including summer Vacation Bible Experience , and the Saint Luke's Little Saints preschool

The pastor will collaborate as a participant in the pastoral and staff teams, working together to deliver: worship, preaching, teaching, pastoral care, programming, outreach, faith formation, welcome to newcomers, and regular worship leadership and preaching (5-10x per year).

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)

Saint Luke's <https://www.slpres.org>, <https://www.facebook.com/slpres>
Dunwoody, GA www.dunwoodyga.gov, www.dunwoodycommerce.org

Saint Luke's Youth <https://www.instagram.com/slpresyouth>

Tartan Trot <https://www.facebook.com/tartantrot>,
<https://www.instagram.com/tartantrot/>

Summer Programs <https://massanettasprings.org>, <https://montreat.org>,
<https://www.mountain-top.org>,



***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL INTERPRETER		
X	<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>	<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>
	<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.</p>	X
		<p>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.</p>
COMMUNICATION		
X	<p>Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.</p>	<p>Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.</p>
	<p>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.</p>	<p>Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)</p>
	<p>Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.</p>	
ORGANIZATIONAL LEADERSHIP		
	<p>Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.</p>	<p>Change Agent – having the ability to lead the change process successfully, anchoring the change in the congregation’s/organization’s vision and mission.</p>
	<p>Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.</p>	<p>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.</p>



	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.
	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.
	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.



X	<p>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.</p>		<p>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</p>
X	<p>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.</p>	X	<p>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.</p>
	<p>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.</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 \$ 50,000

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. Betsy Turner, Interim Pastor

Address: 2599 Hawthorne Place NE, Atlanta, GA 30345

Phone Numbers: 678-642-9810

Organization: Druid Hills Presbyterian Church

Relation: Grew up at Saint Luke's, graduate of Columbia Theological Seminary, more recently led SLPC women's retreat

E-mail: betsyturner@gmail.com

Name: Jason Rhymer

Address: 1501 Queens Road, Charlotte NC 28207

Phone Number: 704-295-4837 (cell)

Relation: Youth Pastor at Myer's Park UMC. Myer's Park joins Saint Luke's on many summer trips and retreats

E-mail: jason@mpumc.org

Name: Bryant Johnson

Organization: Ministry Architects

Phone Number: 321-652-6947

Relation: Member of the team from Ministry Architects that has been working with St. Luke's on Youth program development

E-mail: bryant.johnson@ministryarchitects.com



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

Name Mark Reed

Address 1978 Mt. Vernon Rd.

City Dunwoody State GA Zip Code 30338

Preferred Phone 404-441-7410 cell (MR)

Alternate Phone _____

E-mail Address for PNC Communications (required): apnc@slpres.org, mark@thereedco.com

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee Mark Reed Date 3/20/2022
Signature

Clerk of Session Lucie Lee Date 3/20/2022
Signature

Presbytery Cassandra Morrow (on file) Date 03/30/2022
Signature