



**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: 150126
Ministry Name: Sardis Presbyterian Church
Mailing Address: 6100 Sardis Road
City Charlotte State NC Zip Code 28270
Telephone Number: (704) 366-1854 Fax Number: (704) 364-0063
Email: sardisapnc@gmail.com
Web site: https://www.facebook.com/sardispres

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 414 (pre-COVID average)

Church School Attendance 195

Church School Curriculum Wired Word, Illustrated Ministry, Sparkhouse

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

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

<1% Hispanic Latino/Latina, Spanish

_____ Middle Eastern

_____ Native Hawaiian or Other Pacific Islander

98% White

Other _____

Presbytery: Presbytery of Charlotte

Synod: Synod of the Mid-Atlantic

Community Type (select one)

College

Rural

X Suburban

Small City

Town

Urban

Village

_____ Recreation

_____ Retirement

N/A

Clerk of Session Contact Information:

Name Marilyn Dougherty

Address 737 Plantation Estates Drive Apt. F405

City Matthews

State NC

Zip Code 28105-9174

Preferred Phone 704-604-5353

Alternate Phone

E-mail mmdmm7@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) |
| | 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 | X Up to 2 yrs | Associate Pastor or Director for Contemporary Worship & Community Building |
| | Pastoral Counselor | | |
| | College/Seminary Faculty | | |
| | Seminary Staff | | |
| | Campus Ministry | | |
| | General Presbyter/Executive Presbyter Presbytery Leader | | |



| | | | |
|--|---------------------------|--|--|
| | Stated Clerk (Presbytery) | | |
| | Synod Executive | | |
| | Mid-Council Program Staff | | |



- *Learning about God's will for our lives
- *Loving one another unconditionally
- *Serving neighbors near and far
- *Sharing the gifts with which we have been blessed
- *Witnessing to the Good News of Jesus Christ to provide hope for the world

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.

Sardis Presbyterian Church, founded in 1790, has an established heritage in traditional worship and has developed and grown our contemporary worship service over the past two decades. We seek an Associate Pastor or Director for Contemporary Worship and Community Building, a brand new position, focused on leading a vibrant contemporary service that will invigorate our members, and attract new members, especially young families. This person will reach out to our local community and international partners, and inspire our members to expand our mission work. The candidate will also lead and expand our existing small group ministries into a focal point for Sardis. We:

- **praise** God our Creator, Redeemer, and Sustainer through contemporary and traditional worship experiences, small groups, and fellowship opportunities for children and adults.
- **learn** about God's will for our lives through traditional Sunday school classes, Bible study offerings by the pastors and small group Bible study.
- **love** one another unconditionally through volunteer opportunities within Sardis such as Soup for the Soul, Stephen Ministry, pastoral care, and birthday/graduation parades during COVID.
- **serve** neighbors near and far through youth and adult domestic and international mission trips (Haiti, Puerto Rico), Habitat for Humanity, Room In The Inn, Rama Road Elementary School partnership and tutoring, food/clothing drives just to name a few.
- **share** the gifts with which we have been blessed through annual tithes, special offerings, supporting mission team and youth fellowship activities, etc.
- **witness** to the Good News of Jesus Christ to provide hope for the world through online and in-person worship services.

At the Associate Pastor level, the candidate will lead the contemporary service, as well as sharing in other pastoral responsibilities, including preaching, teaching, pastoral care, weddings, funerals, administering sacraments in addition to small group and mission leadership.



At the Director level, the candidate would lead the contemporary service musically in addition to small group and mission leadership.

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

Sardis addresses the emerging needs of our community through a balance of active service and programming. Sardis' reach into our communities includes supporting an under-resourced neighborhood school, assisting in our local soup kitchen, and preparing lunches for Roof Above during COVID. Sardis House, our specially designed mission building completed in 2012, enhances our outreach activities such as housing our homeless neighbors two nights per week, hosting out of town youth mission groups, and providing office space for organizations. We embrace our community by offering meeting space for Alcoholics Anonymous, Camp Holiday, and we sponsor two boy scout and one girl scout troops and a huge Cub Scout Pack, just to name a few.

While we reach out to our community in a variety of ways, the neighborhoods around our church are changing. We want to embrace all people, and we need to reignite our members' passion for our current programs, but more importantly, the candidate needs to lead the development of new opportunities or improve existing programs for the church to excel.

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

We seek an Associate Pastor or Director for Contemporary Worship and Community Building who is committed to a worship style that is creative, visionary, flexible, and diverse. The candidate will be charged with leading worship, attracting talent for the praise band, and bringing charisma, authenticity, and an inspiring personal relationship with Jesus Christ that shines through in all that they do. It is important that this leader can help members see the connections between the Biblical message of Jesus and their own complicated lives. This applicant must be passionate about building strong relationships within our church community through small group ministry and providing a relational network for everyone who wants one. Mission work is at the heart of Sardis, and has been a strong priority of our church. With this new role, we will continue serving our world both domestically and internationally, but we would like to support our youth and adult efforts in addition to the integration of multi-generational mission trips in order to be a brighter light in our worldwide community. This person will engage congregants with an excitement to share God's love through serving others.



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

This person will have spiritual gifts in the areas of shepherding, community building, encouragement, faith, and humility. The candidate will be gifted in people management, listening, motivating, and working as a team player. They will also possess the ability to organize, coordinate, and motivate members to join small groups and serve through domestic and international missions. If the position is filled as a Director, musical talent and experience is strongly preferred. A successful Director will have experience in worship planning and may have music skills which include keyboarding, guitar, directing, producing, and arranging. If the position is filled as an Associate Pastor, experience is required in contemporary worship planning and leading, along with other pastoral duties.

Important characteristics for either position include:

- Authentic relationship with Jesus Christ as Lord and Savior
 - Love and respect for ALL people
 - Ability to communicate a heartfelt message for hearing God's word
 - Proven public communicator with people of all ages
 - Resiliency with a sense of humor and positive attitude
 - Collaboration with staff and congregation
 - Experience in equipping small group leaders
 - Experience in planning, organizing, and leading mission teams
5. For what specific tasks, assignments, and programs areas will this person have responsibility?

A Director will possess musical talent such as singing, keyboarding, guitar, directing, producing, and arranging.

An Associate Pastor will have experience in planning and leading contemporary worship, teaching, pastoral care, weddings, funerals, and administration of the sacraments.

The ideal candidate, whether filled as an Associate Pastor or Director will develop and lead the contemporary worship music ministry, in consultation with the senior pastor and other team members, in a way that supports the mission, values and theology of the church community. They will:

- shepherd volunteer musicians
- maintain a strong prayer base for the church
- communicate openly with the senior pastor and staff
- participate in the life and ministry of the church
- direct outreach events for the community



- oversee implementation of new community outreach
- inspire leadership for small groups
- recruit, equip, and motivate small group leaders
- organize, implement, and promote fulfilling mission trips

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)

This is the last week HYPERLINK

"https://www.facebook.com/DSAGreaterCharlotte/?__cft__%5b0%5d=AZXBillUb6l1T5qhYAB5hEs8iBaVZIYT_xLE9BP_0IkVaYKkWB0QyFCvzYDSgaFWObzia9h8KHeZ7hyCC5Hago4sQLXn0-CsB5LR3M6Zflq0I-akPpZpwRj4svqoJqwkK9QKf3xLI_1FvJ9sQFtnKtt_&__tn__=kK-R"

[Down Syndrome Association of Greater Charlotte](#)

has their Camp Holiday on campus. We received this sweet thank you in the office today! We've loved seeing the campus stay busy with smiles all summer!

HYPERLINK "<https://www.facebook.com/sardispres/posts/10155890731557136>"

<https://www.facebook.com/sardispres/posts/10155890731557136>

<https://www.facebook.com/sardispres/posts/10156712192952136>



***LEADERSHIP COMPETENCIES**

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

| THEOLOGICAL/SPIRITUAL INTERPRETER | | |
|--|--|---|
| X | Compassionate – having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus. | Hopeful – maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing basic needs; and helps followers to see a way through chaos and complexity. |
| X | Preaching and Worship Leadership: Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence. | 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. |
| | 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. | 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 | | |
| | Advisor – an individual other turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations. | X Change Agent – having the ability to lead the change process successfully, anchoring the change in the congregation’s/organization’s vision and mission. |



| | | | |
|---------------------------------|---|---|---|
| | | | |
| | | Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization. | Culturally Proficient – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings. |
| | | Externally Aware - identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society. | Entrepreneurial - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage. |
| | | 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. |
| | | 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, | X Bridge Builder – possessing a certain responsibility for the unity of the congregation and or organization; works to |



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 Richard Boyce
Address Union Presbyterian Seminary 5141 Sharon Road Charlotte, NC 28210
Phone Numbers (980) 636-1669
Relation Academic Dean, Union Presbyterian Seminary, Charlotte Campus, Guest Speaker/Preacher
E-mail rboyce@upsem.edu

Name Steve Lindsley
Address 3115 Providence Road Charlotte, NC 28211
Phone Numbers 704-366-3554
Relation Pastor, Trinity Presbyterian Church, Charlotte NC
E-mail slindsley@trinitypreschurch.org

Name Jane Fobel
Address 8635 Darcy Hopkins Drive Charlotte NC 28277
Phone Numbers (704) 576-0610



Relation Former Pastor, Sardis Presbyterian Church

E-mail jbfobel@gmail.com

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

Name Gloria Hall

Address 2215 Annabel Court

City Matthews

State NC

Zip Code 28105

Preferred Phone (980) 254-5960

Alternate Phone

E-mail Address for PNC Communications (required): sardisapnc@gmail.com/gloria.hall@outlook.com

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee

Date

Signature

Clerk of Session

Date

Signature

Presbytery

Date

Signature
