



**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 08263
Ministry Name Fox Chapel Presbyterian Church
Mailing Address 384 Fox Chapel Road
City Pittsburgh State PA Zip Code 15238
Telephone Number 412-963-8243 Fax Number 412-967-9134
Email pnc@fcpc.us
Web site www.fcpc.us

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 275 (current in person and streaming), 315 (2019)

Church School Attendance 173 (current), 306 (2019)

Church School Curriculum We provide Christian education for a broad range of ages.

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
- 2% Asian
- 1% Black or African American (African Native, Caribbean)
- 1% Hispanic Latino/Latina, Spanish
- 1% Middle Eastern
- Native Hawaiian or Other Pacific Islander
- 95% White
- Other _____

Presbytery Pittsburgh **Synod** Trinity

Community Type (select one)

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

Clerk of Session Contact Information:

Name Cristie Good

Address 21 Old Timber Trail

City Pittsburgh State PA Zip Code 15238

Preferred Phone 412-251-6576 Alternate Phone _____

E-mail cristiegood@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
5 to 10 yrs	Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff)		Church Business Administrator
	Head of Staff (supervised one teaching elder and other staff)		Executive Director
	Associate Pastor (Christian Education)		Director of Music (non-ordained)
	Associate Pastor (Youth)		Minister of Music (ordained)
	Associate Pastor (Other)		Mission Co-worker (International)
	Pastor (Church Planter, New Worshipping Community)		Christian Educator (Certified)
	Pastor (Transformation/Redevelopment)		Christian Educator (non-certified)
	Pastor Interim		Administrator
	Pastor (for a designated term)		Funds Developer
	Pastor (Other Temporary i.e., Supply, Student)		Finance Manager
	Pastor, yoked/parish		Media Specialist
	Co-pastor		Communicator
	Executive Pastor		Coordinator
	Evangelist or Mission Pastor		Youth Director (non-ordained)
	Bi-vocational/Tentmaker		Other
	Chaplain		
	Pastoral Counselor		
	College/Seminary Faculty		
	Seminary Staff		
	Campus Ministry		
	General Presbyter/Executive Presbyter Presbytery Leader		
	Stated Clerk (Presbytery)		
	Synod Executive		
	Mid-Council Program Staff		



You may also specify the position title (if appropriate) _____

***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

<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?

“Our mission is to be a welcoming and caring community of faith through which the living God transforms lives.”



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.

Fox Chapel Presbyterian Church is positioned at the very heart of a diverse and active suburban community in the wooded hills northeast of Pittsburgh, Pennsylvania. We stand on a rich legacy of worship and music, Christian education for all ages, and significant mission work both locally and beyond. Our church has a heart to love and serve the Lord and one another, guided by the ministry of Jesus Christ. Today, our vision focuses more and more on enhancing our outreach programs to embrace people in the community with the love of Christ, regardless of whether they have a church background. The inspired preaching and vibrant music shared in contemporary, traditional, and virtual worship services is the stronghold of our Christian faith. We encourage participation in small groups, Bible study for all ages, and fellowship activities that offer opportunities to develop meaningful relationships. Our youth are offered challenging discipleship opportunities to demonstrate God's love and service. We encourage adults in the congregation to participate in church leadership and intergenerational activities, and to support local and international missions while seeking to identify and respond quickly to unaddressed needs in our community.

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

The Reverend Bickford Lang dedicated the FCPC charter in 1953: "Let us have a church that dares imitate the heroism of Jesus." For seventy years we have nurtured the spiritual vitality of our membership with inspired worship services, intentional Christian education for all, gracious hospitality, and compassionate outreach to the community. Guided by Ephesians 1:18, "Open the eyes of my heart, Lord," we feel led by the spirit to change the lives of others in our community and beyond with bold missions. Throughout the years, FCPC has taken the initiative with multiple ongoing nonprofit missions: the Children's Health Insurance Program (CHIP), a state and federally funded health insurance program for uninsured children; Sojourner House, a faith-based residential program for recovering mothers and their children; and recently, Second Harvest, a thrift store, which offers local employment and quality affordable goods. Within its walls, FCPC enhances its ministry with a thriving preschool that invites enrollment of all families in the community. FCPC's immersion in established outreach programs and its desire to engage in new social justice missions are interwoven in the life of the church. God calls us to



love one another by making a positive difference in the lives of others for the ministry of Christ, whether or not they live within our community, and we strive to serve as God's everyday disciples.

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

FCPC hopes our next Senior Pastor will prioritize and nurture the spiritual growth of our congregation by embodying the invitation in the Gospel of John for all to "come and see Jesus and believe in Him." We seek a pastor whose heart, faith, and sense of God's calling will inspire our church to continue the momentum of our legacy missions to meet the needs of our community and to identify new missions of compassion and fresh pathways to discipleship. We intend to pursue initiatives capable of transforming lives in this community and beyond by forming intentional alliances with groups that share our commitment to spread God's light to the world. Our next pastor will shepherd our congregation with passionate preaching, creative worship, and spirit-led management of a committed staff. This Senior Pastor will be an accomplished scholar whose experience will nurture existing church leaders, raise up a generation of new leaders, and inspire the entire congregation to authentically practice their faith.

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

Our next Senior Pastor will be a visionary, helping us to recognize where God is leading us and helping us to get there. We are not content to simply be the church that we were. We are eager to become the church we can be and need to be. We invite a pastor with the following leadership competencies:

- Embody a strong relationship with Jesus Christ, demonstrating emotional and spiritual maturity and a love for serving the Lord.
- Be an inspired worship leader and gifted Bible-based teacher and preacher.
- Exhibit strong organizational skills that demonstrate the ability to establish priorities, energetically lead church staff and/or committee members while drawing on their talents and desire to serve.
- Recognize and mediate conflicts among church staff, committee leaders, and/or the membership at large, showing understanding and respect for diverse viewpoints.
- Communicate clearly and openly while listening with empathy and wisdom as people of all backgrounds bring needs and concerns to the attention of the church.
- Understand the importance of sound fiscal policy, exercising careful stewardship of the building and financial assets.
- Encourage faithful giving both financially and by participation in the programs and activities of FCPC.



- Encourage discipleship, community, compassion, and engagement with the goal of spreading Christ's love to a world where poverty and injustice are all too common.
- Develop and support church programs that encourage fellowship and challenge our members to reach out and welcome people from our community.

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

- Moderate Session and lead staff meetings
- Participate in the life of the Presbytery
- Preach sermons that are hopeful, inspiring, thoughtful, and challenging
- Pray for the congregation
- Support Groups - men's breakfast, etc.
- Share responsibilities for baptisms, weddings, and funerals
- Share congregational and pastoral care
- Manage a large staff with compassion and skill, and provide direct supervision for:
 - Associate pastor
 - Director of Children and Family Ministries
 - Director of Youth Ministries and Director of Music Ministries
 - Senior Administrative Associate
 - Finance Administrator
 - Preschool Director
 - Facilities Manager
 - Caretaker Supervisor
- Provide leadership support for the following committees:
 - Finance and Endowment
 - Worship
 - Administration and Personnel
 - Stewardship
 - Nominating

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)



Fox Chapel Presbyterian Church

Communities/ Missions

[CHIP](#)

[SECOND HARVEST](#)

[SOJOURNER HOUSE](#)

[HAITI H2O](#)

[SUPPORT THE PARKERS](#)

[SENDEROS DE LUZ](#)

[KIRKUK PC- IRAQ](#)

[FOX CHAPEL AREA SCHOOLS](#)

[FOX CHAPEL](#)

In The Church

[MUSIC](#)

[YOUTH MINISTRY](#)

[CHILDREN MINISTRY](#)

[ADULT MINISTRY](#)

[HUNGER MINISTRY](#)

[LOCAL MISSIONS](#)

[HARVEST FAIR](#)



***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL INTERPRETER			
	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.	X	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.	X	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			
X	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 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, 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.
X	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			
	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.	X	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	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.		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 \$ 110,000

Maximum **Effective** Salary \$160,000

Housing Type Manse

 Housing Allowance

 X 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 *"For 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 (1): Mark Haas
Address: 114 Alleyne Drive, Pittsburgh, PA 15215
Phone Number: 412-781-1156
Relation: Longtime member of FCPC
E-mail: haasm158@duq.edu

Name (2): Delinda Donovan
Address: 3021 Marshfield Preserve Way, Kissimmee, FL 34746
Phone Number: 742-448-3157
Relation: Former Director of Educational Ministries at FCPC
E-mail: delinda.donovan@gmail.com



Name (3): Rev. Lee Nichols
Address: 431 Forest Highlands Avenue, Pittsburgh, PA, 15238
Phone Number: 412-216-6647
Relation: Former Associate Pastor at FCPC
E-mail: revvlee@gmail.com

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

Name: Jon Sweringen
Address: 175 Barnes Road, New Kensington, PA, 15068-9329
Preferred Phone: 412-793-0152
Alternate Phone:
E-mail Address for PNC Communications: pnc@fcpc.us

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee *Jon P. Sweringen* Date 03/31/22
Signature

Clerk of Session *Cristi & good* Date 03/31/22
Signature

Presbytery _____ Date _____
Signature