



**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 04702
Ministry Name South Presbyterian Church
Mailing Address 150 W. Church Street
City Bergenfield State NJ Zip Code 07621
Telephone Number 201-384-8932 Fax Number 201-384-2376
Email Southchurch150@gmail.com
Web site Southpresbyterian.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 65



***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)
2-5	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

English _____ Spanish _____ Korean _____ French
 _____ Arabic _____ Armenian _____ Creole _____ Portuguese
 _____ Japanese _____ Russian _____ Swahili _____ Burmese
 _____ Cambodian _____ Indonesian _____ Laotian _____ Thai
 _____ Vietnamese _____ Taiwanese _____ Cantonese _____ Mandarin Chinese
 _____ Twi _____ Sign Language _____ Other

Statement of Faith Required Yes _____ No

Mission Statement

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

“As followers of the risen Lord, we, the South Presbyterian Church family, commit ourselves to proclaim the gospel, witness to the promise of God's Kingdom, and nurture all children of God. In our community and throughout the world, we will serve in Christ's name through worship and mission. We will serve through open worship, willing service and compassion to all for the glory of God wherever our lives shall take us.”



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.
2. How do you feel called to reach out to address the emerging needs of your community or constituency?
3. How will this position help you to reach your vision and mission goals?
4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.
5. For what specific tasks, assignments, and programs areas will this person have responsibility?

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)

Southpresbyterian.net

[South Presbyterian Church \(Bergenfield, NJ\) Facebook](#)

We have a large historic manse that was recently beautifully restored. It is located next to our Church House which is across the street from the historic sanctuary.

MIF 2020 Narrative Questions:

1. Our vision is to continue to be an active missional congregation, willingly sharing our blessings with others.

Historically, we are noted for:

- Warm, friendly congregation that comes together for someone in need.
- Long tradition of participating in missions; locally, nationally and globally.
- Ministry of Care and Compassion.
- Strong worship, preaching and music.
- Adult and youth education programs.
- Strong financial management of endowments.

2. The changing demographics of Bergenfield provide us with a challenge. Having historical roots is a blessing as long as we evolve to make the connections needed to attract our neighbors to come and join us in the ministry of Jesus Christ. Ways we help the emergent needs of our community and those around us:

- Food drives for the local chapter of Center for Food Action.
- "Plant-A-Row" garden with the fresh vegetables for Center for Food Action.
- Donation to One Great Hour of Sharing.
- We support the Presbyterian Disaster Assistance and Church World Services.
- GriefShare Group is open to all.
- South Presbyterian Church Cancer Support Group is open to all.
- Donations to help support local organizations.
- A place for the community to gather for large community functions.

3. An Interim Pastor will guide us to strengthening our relationships with one another. He or she will help build onto our knowledge of the Bible while fortifying our faith and discipleship. The motivation and energy that will be instilled in our congregation would bring hope for our future and the future of our church. While here, we hope that the Interim Pastor will:

- Help us grow in faith.
- Guide and lead us through this period of transition as we assimilate members of a neighboring Presbyterian congregation.
- Provide pastoral care for an aging congregation.
- Encourage volunteerism at all levels.
- Help shepherd the congregation through a pastoral transition, including the congregational Mission Study process.

4. The characteristics of this position calls for someone who communicates well, has strong leadership skills, and works well with others. They should be able to relate to the oldest congregant and the youngest child. They should bring excitement, motivation, encouragement and vision. They should also be humble, kind, hopeful and loving.

5. The tasks, assignments and programs for our new pastor will be:

- Lead worship each week, as agreed to by contract, which will include a children's sermon.
- Officiate at weddings and funerals.
- Administering the sacraments of Baptism and Communion.
- Maintain a strong visitation schedule for our hospitalized, shut-in or those in long term care. Provide communion to same when time permits.
- Work with the music director concerning music and liturgy.
- Provide an opportunity for learning and growth; adult bible study, new member classes, communicant classes.
- Respect deadlines and requirements in preparing bulletins, newsletters, advertising and general business matters related to the church.
- Establish a mutually respectful working relationship with our Church Administrator.
- Plan and moderate session and congregational meetings.
- Communicate with the Session, Board of Deacons and all committees. Assist when and where needed to help expedite plans.
- Provide administrative leadership.
- Represent the church in dealing with outside organizations.



*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.	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.
	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.)
X	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, 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.	X	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.		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.
	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.	X	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 \$ 75,000.00

Maximum *Effective* Salary \$ 80,000.00

Housing Type Manse

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. Mark Ennis, Clinton Avenue Reformed Church

Address 58 James Street, Bergenfield, NJ 07621

Phone Numbers 518-366-6763

Relation Rev. Ennis and the Clinton Ave. Church have worked with South Church ecumenically for many years, sharing such things as Ash Wednesday and Good Friday services as well as Vacation Bible School.

E-mail markwilliamennis@yahoo.com

Name Rev. Donna Frischknecht Jackson, editor, Presbyterians Today

Address P.O. Box 50, Rupert, VT 05768

Phone Numbers 518-232-6295

Relation Pastor Donna was ordained at South Church, pulpit supply pastor, long term friend of the congregation.

E-mail pastordonna1@gmail.com

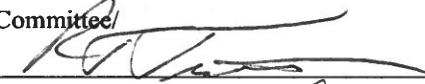


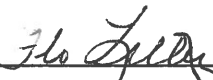
Name Rev. Louis Kilgore, High Mountain Presbyterian Church
Address 740 Old Franklin Lakes Road, Franklin Lakes, NJ 07417
Phone Numbers 908-930-5705
Relation Former transitional pastor
E-mail revlouie@aol.com

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

Name Ray Tietsworth
Address 19 Canterbury Lane
City New Milford State NJ Zip Code 07646
Preferred Phone 412-760-1516
Alternate Phone _____
E-mail Address for PNC Communications (required): rtietsworth@yahoo.com

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee  Date 4/27/2020
Signature Raymond Tietsworth

Clerk of Session  Date 4/27/2020
Signature Flo Lilley

Presbytery _____ Date _____
Signature _____