

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

Mif #: 10734.AB0

Ministry General Information

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| Ministry Number | 10734 |
| Ministry Name | Community of Reconciliation Church |
| Mailing Address | 100 N. Bellefield Ave. Pittsburgh, PA 15213 |
| Phone | 412 682-2751 |
| Fax | 412 682-2751 |
| E-Mail | office@corpgh.org |
| WWW Address | www.corchurchpgh.org |
| Ministry Size | Under 100 members |

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| Ethnic Composition | |
| | Asian 1% |
| | Black or African American (African Native, Caribbean) 49% |
| | White 50% |

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| Average Worship Attendance | 45 |
| Church School Attendance | 6 |
| Curriculum | We use Children in Worship by Sonja Steward and Jerome Berryman. |
| Certified as eligible for participation in the Seminary Debt Assistance Program | False |
| Yoked | False |
| Presbytery | PITTSBURGH PRESBYTERY |
| Synod | SYNOD OF THE TRINITY |
| Community Type | Urban |

Ten-year trend statistics of this church/organization [Show Statistics](#)

Information about the position

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| Position: | Solo Pastor |
| Experience Required: | No Experience |
| Specific Title: | Pastor |
| Employment Status: | Part-time |

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| Language Requirements: | |
| | English |

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| Other Language: | |
| Statement of Faith Required: | True |
| Clergy Couples: | True |

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| Training/Certificate Requirements: | |
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| Other Training: | |
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| Brief Church Mission Statement: | |
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In the presence of God, each other, and other communities, we unite ourselves as a people of reconciliation.

1. In love, obedience, and faith, we give ourselves joyfully and completely to the service of God.
2. As our response to the Grace of God, we join in the public celebration of community through word and sacrament.
3. Since we belong to God, we are committed to our fellow human beings to be involved in and serve God's humanity.
4. We bind ourselves to continuing inquiry into the meaning of our Christian and secular community, in order to be a creative and dynamic force in our society.
5. Being made free by God's Grace, we commit our time, energy, and money to be used for the strengthening and extending of service to God and all people.
6. We strive to develop ourselves as an interracial community – a witness that the human race is one family created by God and redeemed by Christ.
7. We affirm that God has created men and women as equals, co-partners in the service of Christ.
8. As radically inclusive ministers in action we invite the full participation of all people regardless of sexual orientation, gender identity, ability or worldly condition in the life and ministry of our church.
9. We strive to develop ourselves as an ecumenical people – a witness that the Church is one, holy, catholic and apostolic.

What is the congregation's or organization's vision for ministry:

We believe that God is calling us to be a beacon of God's love and mercy, providing Light to the World through our radical inclusivity and social justice for all. We will continue as a welcoming and affirming community that embraces diversity in all forms. We will continue to grow the membership and attract families and young adults. We believe that God is calling our congregation to be a voice for social justice and an active participant in aiding the community. We are led to become a congregation that can recognize and use our gifts to assist our Pastor to complete the work of the church. We want to grow our budget so we can fulfill more of God's mission for us. And we would like more educational opportunities and programming for our members.

This vision is lived out through the strengths of our congregation:

- Our diversity is one of our strengths. Through listening to each other we are stronger in our individual and collective lives.
- Our commitment to social justice for all is evident in our words and our practice.
- Our community is warm and welcoming.
- We have an active, committed lay leadership in worship. Through guidance by the Pastor and training sessions led by the Pastor, COR has developed the gifts of its laity to lead worship, to pray and to preach.
- We attract new members and participants to join with us in worship, fellowship and service. During 2017 ten people have joined the church.

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

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COR strives to be a witness to the world that the human race is one family and that Christ's church is one. COR seeks to call a Pastor with a deep passion for inclusivity and demonstrated experience with diverse populations to help us live out our Covenant.

COR was founded as an intentionally interracial congregation. We strive to maintain that balance through having our leadership (pastor, staff, and congregation) reflect diversity and through purposely including culturally relevant elements in our worship and music. We also maintain relationships with non-profit organizations that promote racial equality and understanding.

As our congregational membership covenant states, we believe that God is calling us at COR to be 'radically inclusive ministers in action' both within our church family and out in the greater community. We are called to be stewards of God's love and grace, and champions for social justice for all. We feel that we must remain open and flexible to new opportunities that allow us to connect with those outside our church walls in order to respond to God's call. While COR is rooted in great history, we have very few traditions that we follow to the letter year after year. We prefer to adjust and enhance our activities to both address emerging challenges and opportunities and the greater community as necessary and utilize the gifts of our members.

How will this position help you to reach your vision and mission goals:

COR would like to collaborate with our next minister to:

- guide spiritual formation of the community and individuals through prayer, preaching, and education
- be a beacon for radical inclusivity and a welcoming and accepting worshipping community
- continue growth in membership and involvement of members and participants on Ministry Teams
- become even more involved in the community, particularly in peace and justice activities

COR is a small, but very active congregation. We value a collaborative pastoral leadership style which equips members of the congregation to actively participate in the life and mission of the church. We value the skills and abilities of our pastor as we seek to fulfill our promise as a Community of Reconciliation.

COR values collaboration and sharing leadership. We want our Pastor to work with the congregation to discern our call to ministry. In the past, we have had some conflict between Church Council leadership and Pastor direction. With our last Pastor we found the right balance between pastor leadership and congregational collaboration which led to a successful church focus on ministry to our neighborhood. We have learned to value the skills and resources of our Pastor as we worship and learn together how to serve God's humanity.

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

Three core competencies:

- Strong worship leadership centered on making our Christian faith and the Bible relevant to our lives.
- Upholds the value of diversity and inclusivity through enabling and affirming the gifts of all members, participants and friends
- Collaborative leadership style that facilitates lay leadership

COR is a racially diverse community with a commitment to inclusivity. We need a Pastor who is committed to working with people from various ethnic and racial groups, with different sexual orientations and gender identities, and from many religious backgrounds.

COR seeks to call a Pastor with a deep passion for inclusivity and demonstrated experience with diverse populations to help us live out this mission.

The members of the church have a tradition of activism outside the church walls. A pastor's role can range from a cheerleader, enabler, and the one who helps us understand this activism in a paradigm of God's will on earth to a role of one who inspires us to even greater action by example. Both ends of this spectrum would be appreciated but even if leading by example, the pastor needs to lead us by helping us understand the biblical basis of social justice action.

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What specific tasks, assignments, and program areas will this person have responsibility?

Scope of Work

- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, planning of music in coordination with Minister of Music and seasonal worship themes and preparation with Worship Ministry Team
- Faith formation and vitality through prayer, Bible study, new member classes, and identifying helpful resources for lay persons and Ministry Teams
- Leadership development by supporting Church Council, working with Worship Ministry Team, supervising church staff, and coordinating with Ministry Teams
- Pastoral care especially for hospitalized and ailing members
- Participation in wider church and community activities as time permits and encouraging member participation

Accommodations for a 50% time Pastor

COR has a strong Worship Ministry Team with trained Lay Ministers, Lay Preachers, Liturgists and Worship Leaders who will continue to assist with planning and leading worship.

COR Leadership will develop communications structures so the pastor is not the primary conduit of information among the ministry teams and church council.

While worship, church events, and church planning all take place at the church building, the pastor does not need to be in the office during the week. The pastor will need to coordinate with other staff members to meet when necessary.

Optional Links:

Leadership Competencies:

Preaching and Worship Leadership

Spiritual Maturity

Media Communicator

Culturally Proficient

Strategy and Vision

Funds Developer

Collaboration

Interpersonal Engagement

Motivator

Personal Resilience

Compensation and Housing: Cost of Living Calculator

Minimum Effective Salary: \$27,300

Housing Type: Housing Allowance

References:

| Name | Address | Phone Numbers | Relation | Email |
|------------------|---------------------------------------|---------------|---------------------|---------------------------|
| Rev. Kathy Clark | 5884 Darling Rd. Pittsburgh, PA 15217 | 412-867-5849 | Past Interim Pastor | rev.kathy.clark@gmail.com |

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| Mr. Tim Stevens | 6393 Stanton Ave. Pittsburgh, PA 15206 | 412-758-7898 | Works with COR through anti-racism organization s | timsstevens71@gmail.com |
| Rev. Dr. Johnnie Monroe | 1156 Brintell St. Pittsburgh, PA 15201 | 412-781-8165 | Friend of congregation | jmon5611@gmail.com |

Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?

Yes

Version Track Info: This MIF was last updated on 02/02/2018

Self-referral Contact Information

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| PNC: Ms. Charlotte E. Lott | Address 1108 Milton St. Pittsburgh, PA 15218 |
| Daytime Phone 412-731-4084 (H) | Office Phone 412-365-1181 (W) |
| Fax | Email lott@chatham.edu |