

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

**Mif #: 12160.AB0**

**Ministry General Information**

<b>Ministry Number</b>	12160
<b>Ministry Name</b>	Hebron Church
<b>Mailing Address</b>	10460 Frankstown Road Pittsburgh, PA 15235
<b>Phone</b>	412-371-2307
<b>Fax</b>	412-371-0146
<b>E-Mail</b>	HebronChurch@Yahoo.com
<b>WWW Address</b>	www.HebronOnline.org
<b>Ministry Size</b>	401 - 650 members
<b>Ethnic Composition</b>	
	Asian 1%
	Black or African American (African Native, Caribbean) 2%
	Hispanic Latino/Latina, Spanish 1%
	White 96%

<b>Average Worship Attendance</b>	350
<b>Church School Attendance</b>	150
<b>Curriculum</b>	Rethink Orange Gospel Project Life Grow
<b>Yoked</b>	False
<b>Presbytery</b>	PITTSBURGH PRESBYTERY
<b>Synod</b>	SYNOD OF THE TRINITY
<b>Community Type</b>	Suburban
Ten-year trend statistics of this church/organization <a href="#">Show Statistics</a>	

**Information about the position**

<b>Position:</b>	Associate Pastor (Other)
<b>Experience Required:</b>	First Ordained Call
<b>Specific Title:</b>	
<b>Employment Status:</b>	Full-time

<b>Language Requirements:</b>	
	English

<b>Other Language:</b>	
<b>Statement of Faith Required:</b>	True
<b>Clergy Couples:</b>	

<b>Training/Certificate Requirements:</b>	
<b>Other Training:</b>	

# Church Leadership Connection

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

### **Brief Church Mission Statement:**

To grow deeper by studying God's Word.  
To grow stronger by connecting with others  
To grow beyond by serving the world.

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

The vision for Hebron's ministry is simple. We seek to be used by God to show Himself to the world to the praise of His glory. In John 14:6,7 Jesus says, "I am the way, and the truth, and the life. No one comes to the Father except through me. If you had known me, you would have known my Father also. From now on you do know him and have seen him." We believe that there is one complete and sufficient revelation of the triune God and that is the Lord Jesus Christ. It is He, in all His fullness, which has captured our hearts and has called us to show Him to the world. It is our desire in all that we say and do, to represent Jesus to all people, everywhere.

At Hebron we seek to grow in the grace and knowledge of Jesus Christ and equip the saints for the work of ministry (Eph. 4:12), through a 3-prong discipleship model. First, we seek to grow deeply in our knowledge of God and His written Word. We do this principally through "Groves". Groves are small gatherings of members and guests who meet together weekly to study the Scriptures. Groves are held on and off campus throughout the year in two or three 12 to 15 week sessions. The beauty of Groves is that people sign up before each session, allowing for a regular intermixing of new and experienced "students".

See "Narrative Questions #1" below.

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

Throughout the years, Hebron has sought to establish strategic tactical goals that move people from a passing exposure to Christ, or no exposure at all, to fully equipped and empowered disciples who are engaged in ministry inside and outside Hebron's walls.

Hebron is located in the eastern suburbs of Pittsburgh, nine miles from the confluence of the Monongahela, Allegheny, and Ohio Rivers. Our proximity to the city, as well as the outer suburbs, provides us a unique opportunity to engage in an increasingly multi-cultural and religiously varied environment. Rather than simply waiting for the community to come to us, we have consciously determined to move out into the communities that surround us with a Gospel-driven message of hope through the provision of housing, household furnishings, food, medicines, and love.

In all that we do we seek to foster spiritual growth among ourselves and those we serve. A simple, but helpful, way to express this growth is by seeking to move people in relationship: from engaging them in a healthy spiritual relationship, to evangelizing them in these relationships, to establishing them in the Christian faith, and in equipping them to engage in ministry themselves.

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

The Associate Pastor position has been established as part of a succession plan for our current Co-Pastor role that was launched in January 2019. The Associate Pastor will assume responsibility from the Co-Pastor over a 3-to-9 month period of orientation in order to move the vision and mission of Hebron forward by engaging a crucial segment of Hebron's population for growth and nurture. We believe that now and in the future that young adults and young families who are engaged in Hebron's ministry are an essential demographic for Hebron to thrive and flourish in accomplishing its vision. In addition to other pastoral and administrative duties, the Associate Pastor's principle task will be to pastor this vital segment of Hebron Church. The APNC on behalf of the congregation is searching for a candidate that is committed to discipleship, vision-casting, and leadership development of young adults.

The Associate Pastor will not begin this ministry in a vacuum. Already an excellent foundation has been established, with many young adults and young families thoroughly engaged in Hebron's vision-directed ministry. However, it is our intention to give the Associate Pastor the needed and necessary latitude to design or refine a comprehensive ministry plan for young adults and young families that conforms to Hebron's mission and vision. Indeed, all of Hebron's resources will be available to achieve success.

See "Narrative Question #3" below.

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

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In addition to the characteristics identified in the MIF, we believe that it is necessary for the Associate Pastor to have a vital, active, growing relationship with Jesus Christ and an ability to reflect that in a ministry of understanding, compassion, and grace. Just as Jesus' ministry was incarnational, we desire an Associate Pastor who is willing and able to engage in the lives of others without superiority and judgment, but with a servant's heart.

Further, we seek someone who preaches expositively.. It is our conviction that preaching is ordained by God as one main way faith is nucleated and grows in the life of the hearer (Rom. 10:17). Expository preaching encourages the hearers to engage deeply with God's Word.

Our desire is for someone who has experience in discipling others and raising up disciple-makers. Obviously, this aptitude and skill will move Hebron forward in its vision to show the glory of God to the world. It is disciples who are growing in their faith that effectively communicate the Gospel in word and deed to others inside and outside the church. Moreover, it's only those whose hearts are possessed by a love for Christ who will love others as themselves.

Finally, it is our desire to call an Associate Pastor who is an initiator who challenges himself/herself to grow and develop spiritually and professionally. With that comes a thirst to learn, an intellectual curiosity, and a deep love for engaging with others.

See "Narrative Question #4" below.

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

Leading the Young Adult and Family Ministry. Establish a growing network of young adults and families, including after high-school and college attendees.. Build a team to support this ministry.

Preaching in conjunction with the Senior and Co-Pastor, as needed.

Teaching in conjunction with the Senior and Co-Pastor. Provide for sound biblical instruction throughout the church. Regularly offer personal biblical instruction.

Administration/Leadership in conjunction with the Senior and Co-Pastor. Provide support and spiritual guidance to the staff. This position will have no direct reports. Support the decisions and work of the Session Teams. Participates on the Connections and Discipleship Teams under the direction of Session. Provide leadership in worship and administration of the sacraments.

Offer care in times of need and crisis, e.g. hospitalized, shut-in, funerals, weddings, baptisms, personal counseling.

#### **Optional Links:**

##### **Narrative Question #1, continued:**

In addition to digging deeply into God's Word, we are committed to fostering growing relationships where people can be known and cared for. It is our conviction that spiritual growth occurs on relational bridges. It is our goal to foster these relationships from superficial to deep and abiding.

##### **Narrative Question #2, continued:**

One of the recent initiatives Hebron has undertaken is the raising of money to establish a "ministry initiative fund". The sole purpose of this fund is to position Hebron to seize ministry opportunities beyond Hebron's walls that the Lord presents to us. In the last five years several such opportunities have been seized and embraced. We believe that in the coming years there will be many exciting ways for Hebron to show God to the world.

##### **Narrative Question #3, continued:**

When it becomes time for the co-pastor to assume the role of senior pastor, the ministry that has grown and developed under his tutelage will be handed over to an associate pastor who will be called as the primary pastor to this demographic.

We have seen throughout the years that a vital young adult and young family ministry brings energy to the work of the overall ministry inside and outside the church. For Hebron to achieve its vision, it is imperative for us to invest in the spiritual nurture and development of its young adults. We believe the Associate Pastor will be essential to meeting this need.

##### **Narrative Question #4, continued:**

Instead of an ivory tower scholar, we seek a "curious commoner" who meets people where they are and has a knack of connecting others. This is someone who might be comfortable saying with John the Baptist, "I must decrease, and He and others must increase." This is a team player, rather than a lone ranger.

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<b>Leadership Competencies:</b>
Preaching and Worship Leadership
Spiritual Maturity
Teacher
Public Communicator
Technologically Savvy
Decision Making
Collaboration
Interpersonal Engagement
Initiative
Flexibility

<b>Compensation and Housing: <u>Cost of Living Calculator</u></b>
<b>Minimum Effective Salary:</b> \$52,000
<b>Housing Type:</b> Housing Allowance

<b>References:</b>				
Name	Address	Phone Numbers	Relation	Email
Ken	Wagoner	412-519-4737	Missionary we support; regular preacher for 20 yea	KenWagoner@Verizon.net
Bob	Long	412-999-1302	Former CEO of CCO	RLongCCO@gmail.com
C. Scott	Parsons	706-260-7123	Development Director, PitCare; guest preacher	CScottParsons@Gmail.com

<b>Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?</b>
Yes
<b>Version Track Info: This MIF was last updated on 01/28/2020</b>

<b>Self-referral Contact Information</b>	
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