



**PRESBYTERIAN CHURCH (U.S.A.)
CHURCH LEADERSHIP CONNECTION
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MINISTRY INFORMATION FORM

Ministry ID 02699

Ministry Name Northmont United Presbyterian Church

Mailing Address 8169 Perry Highway

City Pittsburgh State PA Zip Code 15237

Telephone Number (412) 364 - 0105 Fax Number (412) 364 - 8772

Email pnc@northmontchurch.org

Web site www.northmontchurch.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 138



***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>
5-10	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		
	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	<input type="checkbox"/>	Interim Executive Presbyter Training	<input type="checkbox"/>
Certified Christian Educator	<input type="checkbox"/>	Certified Business Administrator	<input type="checkbox"/>
Certified Conflict Mediator	<input type="checkbox"/>	Clinical Pastoral Education Training	<input type="checkbox"/>
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	_____ Other	

Statement of Faith Required Yes No

Mission Statement

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

Fulfill Christ's Commission by loving God, loving people, and proclaiming the Good News.



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.

Northmont's vision is to carry on Jesus Christ's mission to make disciples of all, through individuals acting on their faith as well as financially through mission sponsorship. Critical for success, education is a cornerstone of our efforts. We use multigenerational Sunday School and Bible study, teaching everyone how to live in a secular world, and also preparing our youth for confirmation. While it is important to be sincere and authentic in worship and our relationships, we believe small group study to be a cornerstone in creating an environment where no one should be afraid to ask questions or learn the lessons of the Bible.

We reach out to our local community by helping the lonely, the hungry and the homeless – connecting the teaching of the Gospels to our everyday lives. Annual mission trips are a staple of our youth ministry and we strive to find ways for our adult members to help in this effort. We also minister to the congregation with our vibrant Stephen Ministry program, and partner with organizations that share our ideals to further His will.

Being a caring community, Northmont reaches out beyond our congregation and offers comfort to those in need of God's hope and love. We donate greater than 10% of the annual offering for mission work carried out by non-profit organizations. Our hope is to expand opportunities of this kind with our new pastor – completing the connection with our members. Northmont, brimming with life, is ripe for growth.

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

Northmont reaches out to our local and global community through joyful worship, small group Bible study, and direct involvement in mission work focusing on the emerging needs of homelessness, food insecurity, and poverty in and around the North Hills.



Northmont's current mission relationships reflect our commitment to addressing these issues locally, as well as being citizens of the world community by financially supporting several global mission co-workers in Africa, and a partnership with the Presbyterian Church in Mangochi, Malawi.

Our pastor will guide us in strengthening our current Bible study and mission efforts to become a more vital part of the community. It is imperative that we expand our limited small group study program to be much more inclusive of both our congregation as well as our surrounding community. Our pastor will be a visible and engaged participant and leader in these activities, and will seek ways to maximize the accessibility of all programs to disciples, and future disciples, of all ages, backgrounds, and abilities.

We recognize that the future of our church is closely tied to the youth in our community. Our pastor will be an integral part of our efforts to revitalize our youth program, and expand its reach by being an inclusive, welcoming sanctuary for our youngest members to learn about Jesus Christ and his teachings.

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

Northmont is working to identify areas where our church will make the greatest impact, and how we can be equipped to focus our efforts in those areas. Our pastor will increase active involvement in Bible study and mission efforts by working collaboratively with our members and committees in the development, planning, and execution of small groups and mission projects. Our pastor will actively work with us on our existing efforts, as well as propose and lead new and creative opportunities to further expand Northmont's reach into the community.

Northmont's spiritual plan emphasizes disciple-making through children, youth, family and adult ministry as well as worship. Our pastor will be actively engaged in our missions, partnerships and small groups that are so important to our congregation. Our pastor will achieve these goals by revitalizing the Northmont Community with the development of new small groups, by being involved in those small groups already in existence, and by encouraging the congregation's mission of disciple-making.

Our pastor will offer innovative ways and ideas to help us be active with both our



congregation and the global community. Our pastor will work with us to be a welcoming, loving and open-minded body where the spirit lives. Our hope is to expand mission opportunities with our new pastor completing the connection with our members.

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

Our new pastor will be an innovator, comfortable with change and able to relate to all types of people. An encouraging and approachable personality will be evidence of his /her joyful nature and sense of humor. Our pastor must exude an air of hope and faith and be able to motivate us to be the best Christians we can be. Obviously, a compassionate nature is crucial for pastoral care of the congregation and others. Flexibility will be key as our congregation works to find its way. This includes a willingness to take risks and to utilize new technology to further our work of spreading the Gospel.

Our pastor will have strong interpersonal skills and an ability to engage with individuals as well as the congregation as a whole. Our pastor will be comfortable relating with our youth, and will create an environment where the youth will be comfortable relating with our pastor. He or she will be a biblically-centered individual with a strong personal relationship with God and a dedication to being a spiritual role model for all. Above all, an ability to foster unity with a hopeful and encouraging demeanor is crucial.

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

We are seeking a pastor who will have a bias towards action. Our pastor will work closely with Session to create opportunities for our congregation to engage in worship and lead us towards being disciples, enabling us to fulfill Christ's commission by loving God, loving people, and proclaiming the Good News.

In addition to providing pastoral care, representing our church within the community, and officiating at regular and special worship services, our pastor will work closely with Session to implement the Spiritual Plan – a high priority. Together with Session, Our pastor will develop organization, strategy, and action plans to turn the concepts



laid out in the Spiritual Plan into an effectively implemented transformation towards intentional discipleship. Synergizing committee activities and direction to align with church activities, Session leadership, and staff support will be a critical function.

Our pastor will work with Session to energize the congregation, encouraging more people to turn their faith towards action via the creation of opportunities for volunteering, leading congregation-wide programs, and encouraging each of us to deepen our faith in Christ.

Our pastor will be the Head of Staff, guiding all activities to align with our mission. Our pastor will mentor, helping staff members to realize their potential in serving the Lord. A collegial office atmosphere is desired, but our pastor must also provide supervisory guidance to promote team effectiveness.

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)

www.northmontchurch.org

www.ncmin.org



***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
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
	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.	
		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.
		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.
		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 others 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.
X	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.
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.	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, 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.	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.
	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 \$ 60,000/yr _____

Housing Type _____ Manse
 X 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 Debra Warren

Address 300 Hay Street, Pittsburgh, PA 15221

Phone Numbers (412) 242 - 4430

Relation Pastor of partner church

E-mail secondpresbyterian@me.com

Name Dr. Tyler Domske

Address 4319 Clareville Drive, Allison Park, PA 15101

Phone Numbers (704) 746 - 2904

Relation Former Associate Pastor/Pastor at nearby church

E-mail tylerdomske@gmail.com



Name Jay Poliziani
Address PO Box 99861, Pittsburgh, PA 15233
Phone Numbers (412) 321 - 4272
Relation Executive Director of Northside Common Ministries
E-mail jay.poliziani@ncmin.org

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

Name Patrick Kelly
Address 8169 Perry Highway
City Pittsburgh State PA Zip Code 15237
Preferred Phone (412) 443 - 7200
Alternate Phone (724) 940 - 7691
E-mail Address for PNC Communications (required): yllek-tap@comcast.net

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature