



**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 8307 _____

Ministry Name Sampsons Mills Presbyterian Church _____

Mailing Address 1665 Lincoln Way _____

City _____ White Oak _____ State _____ PA _____ Zip Code 15131 _____

Telephone Number _____ 412678-5355 _____ Fax Number _____

Email pnc@sampsonsmills.org _____

Web site www.sampsonsmills.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 _____ 88 _____



Church School Attendance _____ 50 _____

Church School Curriculum Youth Club 20, Small group 20, Youth Group 10 Curriculum varies for all

Check if certified as 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

_____ >1% Asian

_____ >1% Black or African American (African Native, Caribbean)

_____ Hispanic Latino/Latina, Spanish

_____ Middle Eastern

_____ Native Hawaiian or Other Pacific Islander

_____ 99% White

Other _____

Presbytery Pittsburgh _____ Synod Trinity _____

Community Type (select one)

_____ College

_____ Rural

X _____ Suburban

_____ Small City

_____ Town

_____ Urban

_____ Village

_____ Recreation

_____ Retirement

_____ N/A

Clerk of Session Contact Information:

Name Nancy Swanson _____

Address 1407 California Avenue _____

City White Oak _____ State PA Zip Code 15131 _____

Preferred Phone 412-678-4554 _____ Alternate Phone _____

E-mail lablover27@comcast.net _____ 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>
0	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**

X _____ Full Time _____ Part Time _____ Open to Either
 _____ Bi-vocational (able to provide employment through outside partnership)

Is this a yoked congregation? X__No _____Yes

(If yes, please complete the Yoked Congregation Detail Form.)

Clergy Couple (Are you open to a clergy couple?) Yes _X_____ 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	_____ Other	

Statement of Faith Required Yes _____ No



Mission Statement

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

Mission Statement

Continuing the mission of Jesus Christ, through the Holy Spirit, we seek to cause God Joy by connecting people to Christ and to each other in ways that display the Kindgom and give honor to God.

Vision Statement

It is our dream for Sampson's Mills Presbyterian Church to become a people who:

- Are connected to Jesus and accept him as their Lord and Savior through engaging and transformational worship, through personal witness of members, through the service of the church to the local community and world,
- Are connected to each other and made to feel at home by loving, learning, laughing, and living in harmony together,
- Are honoring God by growing spiritually through daily Devotions, regular Bible study, weekly Worship, and participation in Small Groups, Classes, Seminars, and Retreats,
- Are equipped to fulfill their ministry through the discovery of their spiritual gifts, through study and training, and through serving within the ministry of the church,
- Are empowered to display the Kingdom, through serving in mission projects, going on Mission trips, and through ongoing relationships with mission agencies and leaders.

Through all these things, we faithfully seek to cause God joy.



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.

Sampson's Mills Presbyterian Church (SMPC) is an accepting and caring community of believers desiring to follow the example of Jesus Christ. We work to honor God by creating an environment that provides opportunities and support for all seeking to grow spiritually. We also aim to honor God and connect with each other through engaging and meaningful worship.

The church family hopes to reflect Christ's love by reaching out to our community through established missions and ministries. SMPC also fosters the strengthening of relationships with other faith communities in our area to better serve our neighbors.

We strive to live in ways that provide evidence of our joy in being in fellowship with God and with each other.

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

SMPC is located in White Oak, an eastern suburb of Pittsburgh, in Allegheny County. White Oak is a small piece of the community that we strive to support. We are part of the McKeesport Area School District but have borders with East Allegheny School District and Norwin School District. We look into each district to see how we can connect people to Christ and to each other. With the ever-changing needs of the community, we approach each need with many different aspects of God's work.

Our congregation reaches out to the community through Cupboard Stretchers, the local food bank that serves our area and several neighboring municipalities. We perform community outreach through Youth Club, Youth Group and Small Groups. We also open our church to AA, Boy Scouts, Girl Scouts and many other clubs and organizations, as well as community events. Our church is also very active in the Sunshine Kitchen and the Blessing Board in McKeesport. We feel it is our duty to engage the members we have and to equip them to witness to their friends and neighbors in order to grow our family.



We strive to be a community church that meets the needs and opens our doors to spread the word of God. We have a commitment to obeying Christ and working through His words to develop a plan that will take this wonderful church into the next decade and beyond.

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

Our new minister needs to be a true *servant leader*. S/he will need to be spiritually mature enough to help strengthen those who are less mature. The new minister should be prepared to be a presence in the community and be ready to immerse him or herself in all of our programs as well as help create new ones. We need our new minister, if a newcomer to the community, to see needs and solutions that we may not be able to see. S/he should be a strong motivator while, at the same time, flexible and willing to adjust when faced with hesitation. We need a strong leader who will bring us closer to God and help us to see and maintain the path that God has laid for us.

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

The people of Sampson's Mills Presbyterian Church seek a pastor who is spiritually mature. We want someone who leads a deep, rich, spiritual life. We desire someone who is trustworthy and authentic and who demonstrates integrity by walking the talk.

We want him or her to use the pulpit to inspire us, educate us, and draw us closer to Jesus Christ. The pastor should have a clear and consistent theological message that is demonstrated through sermons, personal conversations, and counseling.

We, as a congregation, are committed to a spirit of service and mission and seek a pastor who will motivate and challenge us to be our best selves. We are looking for a pastor who is open to new ideas and flexible to adapt to change. We desire a pastor who fosters an open dialogue and gets people to work together for the common good.

Our new pastor will be able to focus on the future of the church while keeping an eye on the big picture as it relates to evangelism. This individual will know how congregations work and will support good policy, practice and procedure.

When asked what they desire in a new pastor, the youth of our congregation shared that they want someone who is fun and listens to what they have to say.



It is expected that our pastor will demonstrate the highest ethical and moral behavior. S/he will serve our church by equipping and empowering members to grow spiritually as well as to help the church grow corporately as part of the body of Christ.

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

Worship and Preaching: Plan, organize and implement weekly sermons, special services, sacraments, funerals and weddings.

Administrative Leadership: Act as Moderator of Session and head of staff. Empower and equip administrative structure of SMPC to serve effectively. Act as a member of the Pittsburgh Presbytery and work with ministries/committees to empower their work and the vision of SMPC.

Spiritual Growth: Provide opportunities for the congregation to grow closer to Christ and grow spiritually. Facilitate small group ministries and teach members how to experience God and discern God's will.

Evangelism: Develop and implement a strategy to reach out to the community to share our relationship with Jesus Christ. Work with community churches on shared programs.

Stewardship: Work with the Stewardship and Finance Ministry to assist in the financial management of the church, its endowments and the generosity and stewardship of the congregation.

Pastoral Care and Counseling: Perform hospital and homebound visitations, premarital counseling, baptisms and other forms of pastoral care as necessary. Reach out to potential new members.

Empowering Lay Ministry: Help develop and assist church members engagement in active ministries. Develop and implement ongoing programs for training deacons and elders in the church.



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.sampsonsmills.org

www.mckasd.net

www.eawildcats.net

www.norwinds.org



***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL INTERPRETER	
	<p>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.</p>
X	<p>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.</p>
X	<p>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.</p>
	<p>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.</p>
	<p>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.</p>
COMMUNICATION	
X	<p>Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.</p>
X	<p>Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.</p>
X	<p>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.</p>
X	<p>Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)</p>
	<p>Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.</p>



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.
	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.
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.	X	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 \$51,546 _____ Maximum *Effective* Salary _____

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 Ayana Teter _____
Address 901 Allegheny Ave, Pittsburgh, PA 15233 _____
Phone Numbers 412-323-1403 _____
Relation Contact for south branch _____
E-mail ateter@pghpresbytery.org _____

Name Betty Angelini _____
Address 901 Allegheny Ave, Pittsburgh, PA 15233 _____
Phone Numbers 412-323-1407 _____
Relation Director of Camp Crestfield _____
E-mail bangelini@pghpresbytery.org _____



Name Rev. Michael Ryan _____
Address 1656 Lincoln Way, White Oak, PA 15131 _____
Phone Numbers 412-673-2296 _____
Relation Neighboring minister of local congregation _____
E-mail flcpastormichael@gmail.com _____

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

Name _____ Steve Lawrence _____
Address _____ 787 Dichicco Drive _____
City _____ North Versailles _____ State _____ PA _____ Zip Code _____ 15137
Preferred Phone _____ 412-896-9548 _____
Alternate Phone _____
E-mail Address for PNC Communications (required): _____ pnc@sampsonsmills.org _____

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Presbytery _____ Date _____
Signature