



**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 21311

Ministry Name First Presbyterian Church

Mailing Address 305 E. Main St.

City Durham State NC Zip Code 27701

Telephone Number 919-682-5511 Fax Number 919-682-0493

Email fpcsearch@firstpres-durham.org

Web site <https://firstpres-durham.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 200_____

Church School Attendance 197_____

Church School Curricula

Women's Circle: *Love Carved in Stone/Horizons*, **Bible/Book Study:** *Holy Envy/Barbara Brown Taylor*, **Adult Lectionary:** *Lectionary Texts for the Day*, **Adult Journeys:** *Poverty/Racial Equity*, **Faith and Community:** *Four Pillars of Stewardship*, **Thoughtful Christians:** *Christian Doctrine/Shirley Guthrie*, **Becoming an Anti-Racist Church:** *Journeying Towards Wholeness*, **Scratch:** *We Make the Road by Walking/McLauren*

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.

- _____ .1 American Indian or Alaska Native
- _____ 2 Asian
- _____ 9 Black or African American (African Native, Caribbean)
- _____ .7 Hispanic Latino/Latina, Spanish
- _____ 0 Middle Eastern
- _____ 0 Native Hawaiian or Other Pacific Islander
- _____ 81 White
- Other _____ 7.2_____

Presbytery New Hope Synod Mid-Atlantic

Community Type (select one)

- | | | |
|------------------|------------------|------------------|
| _____ College | _____ Rural | _____ Suburban |
| _____ Small City | _____ Town | X _____ Urban |
| _____ Village | _____ Recreation | _____ Retirement |
| _____ N/A | | |

Clerk of Session Contact Information:

Name Johanna Bernhardt

Address 305 E. Main St.



City Durham State NC Zip Code 27701

Preferred Phone 919-962-5511 Alternate Phone 919-475-3369

E-mail clerkofsession@firstpres-durham.org FAX 919-682-0493



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)
<u>x</u>	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	<u> x</u>	Other: Temporary Stated Supply Associate Pastor
	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) Temporary Stated Supply Associate Pastor

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 Undergraduate degree from an accredited college or university.
A Master of Divinity degree or its equivalent from an accredited seminary or divinity school.
Ordination in the PC(USA) or covenant partner, or candidacy for ordination, is preferred

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	<input type="checkbox"/>	<input type="checkbox"/> Other

Statement of Faith Required Yes No

Mission Statement



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

Worshipping God in community and bearing witness to God's love and justice in the world.



NARRATIVE QUESTIONS

1. What is the congregation's or organization's vision for ministry? Additionally, describe how this vision is lived out.

First Presbyterian Church (FPC) welcomes all who worship and explore discipleship here. We honor and celebrate the diversity and unity that God gives us in Christ. We welcome individuals of every age, race, nationality, gender, ability, sexual orientation, and economic circumstance to participate fully in the life of the church.

Our ministry is a response to the gospel of Christ, who teaches us to celebrate God's faithfulness, live in community, and serve others. Our core values, defined in 2010 and reaffirmed in 2014, are: reformed worship, diversity and inclusivity, faith exploration, pastoral care, historic placement, social mission, faithful stewardship, and community. In expressing these values, we seek to become a reflection of God's beloved community.

FPC combines a traditional worship service with progressive theology. We carry out our vision for ministry internally through thoughtful worship and music; pastoral support provided through visits to home and healthcare settings, meals for new families, and care teams; and active fellowship groups which enhance spiritual development outside of church.

As a downtown church, FPC is active in ministry through our involvement in the community and service to one another with a social justice focus. FPC provides space and support for a five-star day school, host to many civic and community events, partners with other congregations in supporting ongoing mission work at the Urban Ministries Community Café, Habitat for Humanity, Iglesia Emanuel Church, Families Moving Forward, Durham Congregations & Neighborhoods, and mission trips beyond Durham.

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

FPC, like many historically downtown churches, finds itself surrounded by government offices, social service agencies, expanding housing, and businesses. For some time, our neighbors and immediate community have been people living in the homeless shelter next door and others receiving social services. Our neighborhood has provided, and continues to provide, an obvious focus for much of our mission and community outreach. At the same time, Durham is experiencing a period of growth and vitality, which includes the addition of hundreds of new residents within a



mile of the church. This influx presents numerous opportunities to reach out to our new neighbors.

While FPC is a strong advocate for social justice and a leader in developing needed community services, we recognize we must also address the needs within our walls. Our vibrant and diverse congregation includes families, newcomers, and long-term members of all ages. In our Mission Study, the congregation indicated a desire to be nurtured and enriched through greater personal spiritual development, cultivation of lay leadership, support for families, and pastoral care for families or individuals in need. Our church family, the historic community around us, and the changing downtown landscape provide opportunities to reach out and address emerging needs.

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

The Temporary Stated Supply Associate Pastor will embrace and build on the strengths of the church.

Our Mission Study identified these assets within the congregation:

- Sunday School classes and music programs that attract and sustain membership;
- members who are active in the Durham community, often in leadership roles;
- intellectual engagement evident in book groups, seminars, study groups, and from the pulpit;
- diverse membership growth;
- dedication to service, mission projects, and social justice;
- partnerships with other faith groups; and
- a welcoming, sociable community that enjoys fun and fellowship

While we appreciate our strengths, this position could help us with these identified needs:

- support and engagement with incoming visitors and new members, with an emphasis on inclusion in an increasingly diverse congregation;
- pastoral care for congregation members with illness, new family members, or challenging caregiving roles;
- expansion and diversification of ministry in the community of Durham;

We need a leader who brings a fresh vision to help our congregation to express who we are and who we seek to be: from the pulpit, in session meetings, in pastoral visits, and in conversations with community leaders.



4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.
The new Temporary Stated Supply Associate Pastor will show Christ's hospitality in working and communicating with members of our congregation and our wider community. The person will work in collaboration with the current staff at FPC, a talented and dedicated team central to our ministry. Within the church, the person will interact in the spirit of inclusivity with people of all races, ages, socioeconomic class, sexual orientation and political leanings. Our new Associate Pastor will be an emissary of the church within and outside our church walls.
5. For what specific tasks, assignments, and programs areas will this person have responsibility?
The Temporary Stated Supply Associate Pastor works in the areas of pastoral care, social justice advocacy, membership, worship, and young adult ministry. The Temporary Stated Supply Associate Pastor will collaborate with the Pastor and other staff in the areas of worship planning and leadership, fellowship opportunities, and service to the community. He/She/They will actively support the mission and values of the church. Duties are supervised by the Pastor as Head of Staff and are based on terms of call approved by the congregation.

Areas of Responsibility and Specific Duties:

1. Pastoral Care - in conjunction with the Pastor, the Temporary Stated Supply Associate Pastor will:
 - visit those members of the congregation experiencing significant illness or loss;
 - visit those whose health or caregiving role keeps them away from worship and church activities;
 - provide counsel and support to members of the congregation undergoing significant distress or transition;
 - coordinate the pastoral work of the deacons, lay visitors, and care teams;
 - support innovation and expansion in models of pastoral care.
2. Social Justice Advocacy – in conjunction with the Pastor, the Temporary Stated Supply Associate Pastor will:
 - encourage and support congregational work for social justice ;
 - be an active participant in the greater community of Durham supporting the mission of the church and working for social justice.
3. Membership - in conjunction with the Pastor, the Temporary Stated Supply Associate Pastor will:
 - welcome and build relationships with visitors;



- plan and implement inquirers' classes;
 - support new members as they seek to become involved and invested in the church.
4. Young Adult Ministry – the Temporary Stated Supply Associate Pastor will:
- work with young adults to plan and coordinate fellowship meals and events;
 - welcome young adult visitors and get them connected with the young adult community;
 - support young adults to grow in discipleship, to deepen spiritual understanding, and to connect to the beloved community; and
 - provide pastoral care to young adults.
5. Worship - the Temporary Stated Supply Associate Pastor will:
- participate with other pastors, the Minister of Music, and the Worship and the Arts Committee in the planning of weekly worship services;
 - participate in worship leadership as needed and requested by the Pastor and the Committee;
 - preach approximately 6-12 times a year.
6. Church Officers and Governance - the Temporary Stated Supply Associate Pastor will:
- meet regularly with and serve as staff to the Diaconate and related committees;
 - serve as Moderator of Session when needed;
 - work with the Pastor to plan and organize new officer training;
 - work with standing Session committees as needed.
7. Additional duties (as required and in collaboration with other staff):
- lead and support the entire FPC community;
 - teach and lead classes and retreats.

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)

First Presbyterian Church Durham website

HYPERLINK "https://firstpres-durham.org/" <https://firstpres-durham.org/>

The Presbytery of New Hope website

HYPERLINK "https://nhpresbytery.org/" <https://nhpresbytery.org/>



LEADERSHIP COMPETENCIES

- Compassionate
- Culturally proficient
- Communicator
- Collaboration
- Bridge builder
- Spiritual maturity
- Preaching and worship leadership
- Advisor
- Teacher
- Risk Taker

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>	<p>Hopeful – maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing t basic needs; and helps followers to see a way through chaos and complexity.</p>
<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>	<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	
<p>Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.</p>	<p>Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.</p>



<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>		<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

<p>Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.</p>		<p>Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.</p>
<p>Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.</p>		<p>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.</p>
<p>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.</p>		<p>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.</p>
<p>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.</p>		<p>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.</p>
<p>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.</p>		<p>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.</p>
<p>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.</p>		<p>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.</p>
<p>Financial Manager – deliver results by maximizing organizational effectiveness and sustainability</p>		<p>Funds Developer – maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs</p>



<p>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.</p>	<p>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.</p>
<p>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.</p>	
<p>INTERPERSONAL ENGAGEMENT</p>	
<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>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</p>
<p>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.</p>	<p>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.</p>
<p>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.</p>	



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 \$ 45,000 Maximum **Effective** Salary \$65,000

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 Rev. Dr. Katie Crowe, Senior Pastor
Address Trinity Avenue Presbyterian Church
927 W Trinity Ave
Durham, NC 27701
Phone Numbers cell: 704-651-8680
office: 919-682-3865
Relation Liasion, Presbytery of New Hope Commission on Ministry
E-Mail kcrowe@trinityave.org

Name Rev. Ted Churn, Executive Presbyter
Address Presbytery of New Hope
2022 Mcdonald Ln
Raleigh, NC 27608
Phone Number 919-322-0143, ext 117
Relation Executive Presbyter, Presbytery of New Hope
E-Mail tchurn@nhpresbytery.org

Name Rev. Jimmie R. Hawkins, Director
Address Office of Public Witness, Presbyterian Church (USA)
100 Maryland Avenue NW, Suite 410
Washington, DC 20002
Phone Number (202) 543-1126 Washington Office PCUSA
Relation Former Pastor, Covenant Presbyterian Church, Durham, NC
E-Mail jimmie.hawkins@pcusa.org



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

Name Gordon Campbell

Address 5610 Tomahawk Trail

City Durham State NC Zip Code 27712

Preferred Phone 919- 641-5665

Alternate Phone _____

E-mail Address for PNC Communications (required): fpcsearch@firstpres-durham.org

Co-Chairperson:

Name Joshua Walters

Address 3310 Park Overlook Drive

City Durham State NC Zip Code 27712

Preferred Phone 919-282-8213

Alternate Phone _____

E-mail Address for PNC Communications (required): fpcsearch@firstpres-durham.org

ENDORSEMENTS

Associate Pastor Nominating Committee/

Search Committee Co-Chair Gordon Campbell Date 09/22/2022

Signature

Associate Pastor Nominating Committee/

Search Committee Co-Chair Joshua Walters Date 09/22/2022

Signature

Clerk of Session Johanna Bernhardt Date 09/22/2022

Signature



Presbytery _____ Date _____

Signature