



**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 _____
Ministry Name ___Beverly Presbyterian Church_____

Mailing Address ___121 East Warren Street_____

City__Edgewater Park_____ State ___NJ_____ Zip Code ___08010_____

Telephone Number__609-387-1117_____ Fax Number ___609-387-4056_____

Email _beverlypresbyterianoffice@gmail.com_____

Web site ___www.bevpres.org_____

Congregation or Organization Size (Select one)

- ___ Under 100 members
- X 101 - 250 members
- ___ 251 - 400 members
- ___ 401 - 650 members
- ___ 651 - 1000 members
- ___ 1001 - 1500 members
- ___ More than 1500 members
- ___ N/A

Average Worship Attendance ___60_____



Church School Attendance 11

Church School Curriculum Gospel Light (PreK-7th grade) and Right Now Media (8th-12th grade)

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
- Asian
- Black or African American (African Native, Caribbean)
- 2% Hispanic Latino/Latina, Spanish
- Middle Eastern
- 2% Native Hawaiian or Other Pacific Islander
- 95% White
- Other 1% (Bi-Racial) _____

Presbytery West Jersey Synod North East

Community Type (select one)

- | | | |
|-------------------------------------|--|-------------------------------------|
| <input type="checkbox"/> College | <input type="checkbox"/> Rural | <input type="checkbox"/> Suburban |
| <input type="checkbox"/> Small City | <input checked="" type="checkbox"/> Town | <input type="checkbox"/> Urban |
| <input type="checkbox"/> Village | <input type="checkbox"/> Recreation | <input type="checkbox"/> Retirement |
| <input type="checkbox"/> N/A | | |

Clerk of Session Contact Information:

Name Pat Dougherty

Address 1 Tenby Court

City Westampton State NJ Zip Code 08060

Preferred Phone 856-912-0960 Alternate Phone 609-267-9087

E-mail pdougherty311@aol.com FAX N/A



***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>
X 2-5Years	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	_____	Interim Executive Presbyter Training	_____
Certified Christian Educator	_____	Certified Business Administrator	_____
Certified Conflict Mediator	_____	Clinical Pastoral Education Training	_____
Other <input type="checkbox"/> Pastor	_____		

Language Requirements

<input checked="" type="checkbox"/> English	_____ Spanish	_____ Korean	_____ French
_____ Arabic	_____ Armenian	_____ Creole	_____ Portuguese
_____ Japanese	_____ Russian	_____ Swahili	_____ Burmese
_____ Cambodian	_____ Indonesian	_____ Laotian	_____ Thai
_____ Vietnamese	_____ Taiwanese	_____ Cantonese	_____ Mandarin Chinese
_____ Twi	_____ Sign Language	_____ Other	

Statement of Faith Required Yes _____ No

Mission Statement

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

"To study and share the whole counsel of God as it is found in Holy Scripture; to preach Christ: crucified, risen and coming again; to invite all to embrace Jesus the Messiah of God as Savior from sin, enjoy Him as Friend, and submit to Him as Lord; to nurture the family of God through worship, prayer, study and fellowship; to reach out and minister to those who hurt, suffer and want in our world; and to hope in and prepare for the return of our Glorious Savior as Redeemer and Judge."

The logo features a central cross with a blue vertical bar and a red horizontal bar. The cross is set against a white circular background. The word "LEADERSHIP" is written in a semi-circle above the cross, and "CONNECTION" is written below it. The words "CHURCH" and "NARRATIVE QUESTIONS" are positioned at the top and bottom of the logo, respectively.

CHURCH
LEADERSHIP
CONNECTION
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.

With a rich history that dates back over 150 years and with a passionate desire to embrace the exciting opportunities that await us in the future, BPC strives to be the living body of Christ celebrating redemption through gospel-centered teaching and Christ-centered worship. We believe the Holy Bible is God's revealed truth. In order to grow in our own faith, and to reach others for Christ, we teach and preach the gospel of Jesus Christ and His Grace through the finished work of the Cross. We seek continued growth and enthusiastic worship. It is our hope that:

Today's youth will become tomorrow's leadership within the church
Our people will develop a greater support of world mission
We will reflect a wider/diverse membership with an emphasis on young families
We can build meaningful bridges between generations and diverse groups
We will be able to meet more of our community's needs

Recent outreach includes sharing God's love through a food pantry ministry, public family movie nights, block parties, blood drives, teacher appreciation events, canvassing neighborhoods with welcoming literature, hosting a start up Church from Ghana, hosting a boy scout troop, and more.

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

As believers in Jesus Christ, we know that a personal relationship with Him is the remedy for a broken world. BPC is called to bring the message of the cross and its power of redemption to our local community, and beyond. *"It is not the healthy who need a doctor, but the sick"* [Matthew 9:12] If the church is the hospital, its members are the nurses and doctors who (while in need of healing themselves) are administering the cure prescribed for those who are ailing – God's Word and Infinite Love. We seek to fill the beds and staff the halls proclaiming "ALL ARE HEALED HERE, through the blood of Christ and the work of the Cross!"

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

A Spirit filled leader, "On fire for Christ", would be adept at preaching the Word and making it relevant for people today. This leader must be guided by a very REAL sense of his or her calling to the ministry. He/she should enjoy interactive engagement with people of all types in a variety of settings, and demonstrate a genuine desire to truly know and work with them. Leading by example, he/she will inspire others to embrace the Holy Spirit, which will ultimately make them more effective participants in our church's mission, while at the same time helping them in their own spiritual journey to become closer to God, the Cross, and Salvation.



Here is just one past example of what can happen when One is in tune with the Holy Spirit; a few years ago we had a member who felt that God was calling her to start a food pantry at the church, Up in years and suffering from chronic neck pain, she tried to ignore God's prodding, but the more she did, the stronger God's call on her became. She finally submitted to God and asked the Session if she could start a food pantry. Without hesitation the Session heeded God's call and now the food pantry is a thriving ministry here at BPC meeting the needs of so many in our community.

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

The next pastor of this church will need to be a Servant Leader with a deep understanding and passionate commitment to the scriptures while possessing the skillset needed to effectively mentor others. The pastor will need to be comfortable engaging with all platforms of communication from the simple conversation to the complexities of social media. As the congregation is the body of the church, the pastor is the face of the congregation and should be involved in the community at large as an ambassador for God's Grace and salvation. He/she will need to be equally effective at comforting and counseling people of all generations. Creative energy, fiscal savvy, and a hands on approach to leadership would round out the ideal candidate.

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

The next Pastor of the BPC will be a welcoming presence in the local community serving as an ambassador of God's grace and of the BPC. He/she will develop and lead worship services as scheduled. He/she will deliver Bible based sermons that are thought provoking, inspirational, and transformative. He/she will administer the sacrament of communion, and perform baptisms, funerals and weddings as needed, and will be inclusive of all generations in the worship service. The Pastor will serve communion to those church members who are homebound, or ill, as well as provide illness related visitations, and other pastoral services as needed. Our next Pastor will coordinate with the Director of Music, the Leader of the Praise and Worship Team, and the Sunday School and Youth Leaders. He/she will moderate Session meetings, serve as ex officio to the Board of Deacons, and advise other committees. He/she will encourage and develop lay people to take on leadership roles throughout the Church. Recognizing, like most churches, we have financial needs that will affect our future. We need a pastor who will help our congregants develop a mindfulness toward stewardship and a faithfulness in providing for God's work in this community, and throughout the world. We do not expect our next pastor to be someone who will run the race for us or carry us across the finish line. Instead, we are looking for someone who will run alongside of us, encouraging us as we go, ultimately running the race together.



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.bevpres.org

www.facebook.com/beverlypresbyterian/

www.bevpres.org/uploads/BPCMissionStudy.pdf



***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL INTERPRETER		
X	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.	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.
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.	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.)
X	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.
	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.
	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

	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 \$ 52,168 Maximum *Effective* Salary \$ 56,000

Housing Type X Manse
 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. Michael Atzert
Address 37 John Ringo Road Ringoes, NJ 08551
Phone Numbers 609-980-5522
Relation Pastor at Kirkpatrick Memorial Church / Former Member
E-mail pastormike@kirkpatrickchurch.org

Name Doris Schubert
Address 116 East Warren Street Edgewater Park, NJ 08010
Phone Numbers 609-387-0597
Relation Choir Director of Episcopal Church and Friend
E-mail N/A



Name Rev. Robert Legnani
Address 22 Ashley Drive Delanco, NJ 08075
Phone Numbers 856-393-8630
Relation Former Pastor for nearby Episcopal Church/Friend
E-mail legnani3@comcast.net

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

Name Scott Reed
Address 217 Stevenson Avenue
City Edgewater Park State NJ Zip Code 08010
Preferred Phone 609-220-6898 (cell)
Alternate Phone 609-877-9092 (home)
E-mail Address for PNC Communications (required): bevprespnc@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee

Scott Reed Date 3/27/2019
Signature

Patricia Dougherty Date 3/27/2019
Signature

Presbytery _____ Date _____
Signature