



**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 04788

Ministry Name FPC Moorestown

Mailing Address 101 Bridgeboro Road

City Moorestown State NJ Zip Code 08057

Telephone Number 856-236-1688 Fax Number _____

Email office@fpcmoorestown.org

Web site www.fpcmoorestown.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 338



Church School Attendance 116

Church School Curriculum Gospel Project

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

2% Asian

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

 Hispanic Latino/Latina, Spanish

 Middle Eastern

 Native Hawaiian or Other Pacific Islander

97% White

Other

Presbytery West Jersey **Synod** Synod of the Northeast

Community Type (select one)

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

Clerk of Session Contact Information:

Name Carole Wehn
Address 736 Paddock Path
City Moorestown State NJ Zip Code 08057
Preferred Phone 856-924-3526 Alternate Phone
E-mail carole.wehn@gmail.com 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>
	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)
2-5 years	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) 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	<input type="text"/>		

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"/> Other	

Statement of Faith Required Yes No

Mission Statement

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

At First Presbyterian Church (FPC)-Moorestown, we strive to become a community of disciples dedicated to growing in spirit by embracing our MISSION to: Declare God's Praise; Develop Christ-like Disciples; Demonstrate the Spirit's Power; and, Deploy Faithful Witnesses. The pursuit of this mission calls congregants at FPC-Moorestown to devote themselves to their personal relationship with God, worship corporately to offer Him praise, connect through committed fellowship, and respond to God's love by serving others.

Revised 3/2016



NARRATIVE QUESTIONS

(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)

See next page for answers to all narrative questions.

1. What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived out.
2. How do you feel called to reach out to address the emerging needs of your community or constituency?
3. How will this position help you to reach your vision and mission goals?
4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.
5. For what specific tasks, assignments, and programs areas will this person have responsibility?

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)

{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?

Our vision for ministry is to place Jesus Christ at the center of who we are and all that we do. As such, we seek to commune deeply with God; able to proclaim, teach and preach the Gospel that is scripturally sound, and faith-based. Led by the Spirit, we embrace opportunities that encourage discipleship and wholeness in Him leading to the loving engagement of the people in our communities. Through experience in all forms of worship, including prayer, preaching, liturgy, music, small group Bible studies and daily participation outside the church walls, we proclaim the Gospel and carry out the redeeming salvation of Christ Jesus.

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

As a congregation and church leadership team, we work to live out the Great Commission and "make disciples of all nations" by bringing the loving and redeeming message of Jesus Christ to all our neighbors. Our congregation strives to become the hands and feet of Christ by promoting education, rebuilding homes and schools, supporting children at risk, and providing support for the emotional, physical and spiritual well-being of all people. In order to proclaim His message and become His Love, we work to set our own Christ-loving hearts right first. Through traditional and contemporary services, Bible studies, Sunday School Classes and a music program that spans all ages, our congregation praises and worships God in many ways. In our desire to grow deeper in our own faith, stronger in our love, and more effective in our service, we have also identified 25 "ways" which we reinforce weekly through prayer and discussion at FPC gatherings and worship services. With biblically-based principles such as "Speak the Truth with Love" and "Pray First and Pray again", we strive to turn our hearts and church culture to the ways of our Lord Jesus daily. We strive to be a church without walls in our surrounding community by performing prayer walks through our neighborhoods, supporting a thriving Vacation Bible School and three Youth Groups, celebrating the community at our Strawberry Festival, being a part of the local Ministerium and planning congregation-wide local service events.

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

The Associate Pastor will help us focus on the entirety of our membership and assist us in reaching out to our surrounding communities. We need the help of a relational, passionate and sensitive pastor who will come alongside our Senior Pastor and help him lend structure and focus to our various ministries. As such, the Associate Pastor will need to be flexible, collaborative and ready to help in the coordination of all facets of our Church life.

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

As a congregation, we are searching for a leader contagious with love for Jesus that overflows to all of God's children. The unique nature of the Associate Pastor position is the calling to support the Senior Pastor in serving the congregation. It requires strong leadership while remaining faithful, supportive, and encouraging. A love for God as professed in a statement of faith and a passion for holiness are foundational in our quest. In our desire to be captive to the Word of God, we are looking for faithfulness to the Scriptures and authority of the Bible. Prudence in seeing opportunities and creativity in implementing ideas and resources can further invigorate our training in discipleship. As a teacher of God's message, one values an attitude of life-long learning and continued growth. Our strong music program is a vibrant part of worship, fellowship and outreach, so our ideal candidate would have an appreciation for praising God through music. Service and outreach are energized by a person who easily engages and relates to people of all ages. The qualities of humility, humor and honesty are also essential in building trusting relationships. We rely on a leader who can discern when we need the gentleness of a shepherd, or the boldness of a watchman. We are seeking a leader who will help us follow God's heart and become His hands.

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

The requirement for the Associate Pastor is to be a colleague in ministry with the Head of Staff, the leadership, and staff of the church. In that vein, the Associate Pastor is expected to provide regular worship participation through preaching, administering the sacraments (in worship and in visitation), and officiating at weddings and funerals as requested. In addition to preaching, the Associate is called to supervise the Small Group Ministry and Adult Education Program which will include the regular teaching of Adult Education classes. The Associate will coordinate and supervise new member classes and outreach and welcome efforts to visitors. Our new minister will be a liaison to several Session Committees including, but not limited to, Adult and Small Group Ministry, Evangelism, and Membership Teams. Other specific responsibilities include providing spiritual leadership and guidance to the Directors of Family and Youth/Children's ministries and to the Board of Deacons.



***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.	X
		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.	
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.	
	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	
		Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
		Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)



ORGANIZATIONAL LEADERSHIP		
X	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.
	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.	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 \$ \$52,690 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 Dr. Bruce Main Urban Promise Ministries
Address PO Box 1478 Camden, NJ 08105
Phone Numbers 856-524-8747
Relation Partner in Ministry
E-mail bmain@urbanpromiseusa.org

Name Rev. Jim Kraft
Address 11 Cedar Mill Lane Mt. Holly, NJ 08060
Phone Numbers 856-304-8051
Relation retired neighboring pastor
E-mail drjkraft@earthlink.net



Name Rev. Dr. Gregory Faulkner Trinity Presbyterian Church
Address 499 Marlton Pike E Cherry Hill, NJ 08034
Phone Numbers 856-428-2050
Relation Neighboring Pastor
E-mail gcfatpts@aol.com

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

Name Adrienne Barr
Address 220 Douglas Court
City Moorestown State NJ Zip Code 08057
Preferred Phone 609-731-5960
Alternate Phone _____
E-mail Address for PNC Communications (required): dabarr28@comcast.net

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee Adrienne Barr Date 3/27/19
Signature

Clerk of Session Cyale Wehr Date 3/27/19
Signature

Presbytery _____ Date _____
Signature