



**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 04809
Ministry Name Presbyterian Church of Willingboro
Mailing Address 494 Beverly Rancocas Road
City Willingboro State NJ Zip Code 08046
Telephone Number (609) 877-7131 Fax Number _____
Email _____
Web site www.Presbychurchwillingboro.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 48

Revised 3/2016



Church School Attendance 18

Church School Curriculum David C. Cook for children/youth, and Seasons of the Spirit for Adults.

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.

1.83% American Indian or Alaska Native

0 Asian

57.7% Black or African American (African Native, Caribbean)

3.66% Hispanic Latino/Latina, Spanish

0 Middle Eastern

0 Native Hawaiian or Other Pacific Islander

30.27% White

Other 6.4%

Presbytery West Jersey Synod Northeast

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 Wendy Frisby

Address 59 Westwind Way

City Westampton State NJ Zip Code 08060

Preferred Phone (609) 871-0007 Alternate Phone _____

E-mail _____ FAX (609) 784-7483



***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	Solo Pastor	5-10 yrs	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		

Revised 3/2016



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	_____		

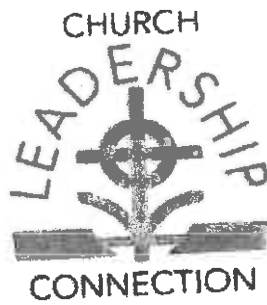
Language Requirements

<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?
 We are the church that inspires massive transformation from chaos to salvation through the powerful blood of Christ.



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

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)



*LEADERSHIP COMPETENCIES

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

THEOLOGICAL/SPIRITUAL INTERPRETER		
x 5	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 6
x 1	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 4
	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 8	Public Communicator - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect.	Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	

Revised 3/2016



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>	x 9	<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>	x 2	<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 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>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.</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</p>	x 7	



strengths and limitations of others.		
INTERPERSONAL ENGAGEMENT		
x 10	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 3	Motivator - Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission accomplishment.	Personal Resilience : Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate
	Initiative : Demonstrates ambition is highly motivated; is action oriented and full of energy for things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.	Flexibility - Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.
	Self Differentiation : Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a less- anxious presence in the midst of turmoil; is not overly dependent upon outside affirmation; works to build a strong personal support system.	

***COMPENSATION AND HOUSING:** A range is needed for matching purposes. The maximum salary is not published anywhere. Effective salary is cash salary plus housing allowance or manse value and other compensation considered "effective salary" by the Board of Pensions of the PC (U.S.A.)

See Effective Salary Definition at Board of Pensions.

Minimum *Effective Salary* \$ 52, 500

Maximum *Effective Salary* 53, 000

Housing Type

_____ Manse

x _____ Housing Allowance

_____ Open To Either (Manse or Housing Allowance)

_____ Not Applicable (For Non-pastoral Positions Only)

Revised 3/2016



*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.) Deborah Brincivalli
Address 1701 Sycamore Street, Haddon Heights, NJ 08035
Phone Numbers (856) 547-5100
Relation Executive Presbyter of West Jersey Presbytery
E-mail revdeb@wjpres.org

Name Rev. Keith Reed
Address 19 Meadow Drive, Mt. Laurel, NJ 08054
Phone Numbers (609) 969-2217
Relation COM Liason
E-mail revkreed@gmail.com

Revised 3/2016



Name Cricket Cohen
Address 1207 13th Avenue, Dorothy, NJ 08317
Phone Numbers (609) 476-3950 (H) 609-576-5350 (Cellular)
Relation Former member of our congregation
E-mail cricket.cohen@yahoo.com

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

Name Emmanuel O. Iheukwumere, Esquire
Address 34 Rolling Glen Court
City Mount Laurel State NJ Zip Code 08054
Preferred Phone (856) 520-2556 (cellular)
Alternate Phone (856) 866-3585 (home)
E-mail Address for PNC Communications (required): lawyer@emmanuelfirm.com

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee *Chot Hue* Date 10-29-17
Signature

Clerk of Session *Wendy M. Sunday* Date 10/29/17
Signature

Presbytery _____ Date _____
Signature

Leadership Connection

Narrative Questions and Answers:

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

Willingboro Presbyterian Church's vision for ministry includes transforming lives by spreading the good news of Christ through meaningful worship, sermons, fellowship, vibrant music and active youth programs. This vision of ministry demonstrates God's love in the world by promoting spiritual growth, training, and equipping lay leaders, and encouraging members to get involved in mission and community outreach. Our church lives out its vision by encouraging strong fellowship among members, maintaining a robust and active Sunday School which provides Christ centered teaching to young children, the Youth, and adults. Further, our church serves the community through out-reach programs including donation of clothing and other goods to the less fortunate, visiting and ministering to men in transition housing, corresponding with prisoners, and providing basic screening services to the public at our Annual Health Fair. Our congregation is arguably the most diverse in the West Jersey Presbytery. It is made up of different ethnic and racial groups. Keenly aware of our diversity, our church is looking for a leader who will help us maintain and continue to celebrate our culturally diverse congregation as we strive for more involvement in the life of our community. In addition, we expect such a leader to help bring us to a deeper relationship with God, one another, and our community.

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

Our church is called to reach out and address emerging community needs by networking with other organizations active in providing essential services. Our mission outreach programs include Camden Men's Shelter, Parkway Baptist Food Pantry, Habitat for Humanity, Providence House, Women Business Suits Drive, Prison Penpal, The Pilgrimage, and Annual Community Health Fair. We highlight 2 of these programs. With the Men's Shelter, we visit the Shelter in Camden, NJ monthly to serve healthy food, spread God's news of saving grace and hope for the future. Glorifying God through service to those in need helps us grow spiritually in the love and knowledge of our Redeemer. As Hebrews 13:16 says, "...And do not forget to do well and to share with others, for with such sacrifices God is pleased." The Health Fair is a vibrant and engaging event started 2 years ago. It provides our members and the community services and assistance. These include free hearing, lung function, and blood pressure screenings, real estate counseling, Zumba, fitness lessons, and information on assisted living and elderly services, college programs, financial aid, meditation, and need-based government programs. It provides our members, visitors, organizations and businesses an informative networking environment. At the last Fair, we observed that many visitors do not currently

belong to a church. This provides an opportunity to follow up and give information that may help them decide to join our church.

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

Our pastor will help us with short and long term strategic planning, and provide leadership to help the church articulate and achieve its vision for community outreach and mission goals. Our mission includes, but is not limited to attracting and retaining young families, retaining our current members, and aiming to increase our overall membership. We seek a pastor who can balance flexibility of vision while holding to our core values; one who can motivate and encourage members to better serve the church and community. Cognizant of the fact that God has blessed each one of its members with unique gifts and abilities, our Church is seeking a pastor who will use his or her skills to encourage a more robust individual and group membership participation and involvement in the spiritual and financial well-being of our church and its various committees. In addition, it is our fervent hope that the new pastor will enthusiastically assist our Church in its ongoing efforts, through the Session and the Board of Deacons, to strengthen the bonds of Christian fellowship, unity, and empathy within our membership, and help us harness the benefits thereof in service to the surrounding communities, particularly, the Willingboro 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 qualities we need in a pastor include: spiritual maturity, being compassionate, leading by example, being collaborative, focused, optimistic, engaging, outgoing, encourager of members' involvement in mission and community outreach, and a strategic thinker. While we have just named many important qualities, it is important to acknowledge that no person could have all of them. However, we hope to find a pastor whose values are consistent with our members' values; a person who has the ability to plan and articulate a vision for growth of our church both spiritually and numerically. We desire a pastor who applies biblical concepts to contemporary issues in sermons. We expect sermons to be interactive and engaging, with themes that strengthen and unify our diverse membership. Pastoral interactions in the past with the congregation during services have included engaging in dialogues, and getting off the lectern and walking down the aisle while preaching. Such interactions have been well-received by our congregation. It is our hope that each sermon delivered will be a blessing and spiritually uplifting for each congregant.

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

The specific tasks of the new pastor will include, but are not limited to:

- In conjunction with the Session, developing a strategic and long term plan for our Church. Because we value strategic and long term planning very much, we will look to the Session and the pastor to help determine how to effectively manage some of the hours and activities typically required of the pastor.
- Supporting/training the Session and Deacons.
- Working with the Church to grow the membership. Because our congregation is aging, it is important to attract and retain new members, particularly young couples with children, who will continue the vitality of our church.
- Training and equipping lay leaders.-examples include providing quarterly training on duties and responsibilities stated in the Book of Order, biblical foundations, and mission perspectives
- Spiritual counseling and teaching.
- Pastoral care.-examples include supporting and encouraging members, and others in their moments of pain, losses, anxiety, triumphs, joy, and victories.
- Visiting members unable to attend services, and new members.
- Performing meaningful worship services, and related services including communion, baptisms, weddings and funerals.
- Encouraging members of the Church to get involved in mission and community outreach; and
- Balancing office hours with congregational and community needs.

Submitted by:

The Pastoral Nominating Committee of the Presbyterian Church of Willingboro with on November 26, 2017.