

**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 22933 _____

Ministry Name: Sinking Spring Presbyterian Church

Mailing Address 136 East Main Street

City_ Abingdon State VA Zip Code 24210

Telephone Number 276-628-3361 Fax Number _____

Email sinkingspringnc@gmail.com

Web site sinkingspring.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 120

Church School Attendance > 30

Church School Curriculum Presbyterian Based

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
 3% Black or African American (African Native, Caribbean)
 Hispanic Latino/Latina, Spanish
 Middle Eastern
 Native Hawaiian or Other Pacific Islander
 95% White
Other _____

Presbytery Abingdon Synod Mid-Atlantic

Community Type (select one)

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

Clerk of Session Contact Information:

Name Susan Lowry
Address 331 White Street
City Abingdon State VA Zip Code 24210
Preferred Phone 276-608-1435 Alternate Phone 276-628-7788
E-mail lowryse@bvu.net FAX _____

***Select below the position to be filled and the minimal number of years of experience required (e.g. no experience, first ordained call, up to 2 years, 2-5 years, 5-10 years, or above 10 years)**

<u>Years of Experience</u>	<u>Position Type</u>	<u>Years of Experience</u>	<u>Position Type</u>
0-10+	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	_____		

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?

Mission Statement of Sinking Spring Presbyterian

Responding to God's grace,
we are called to be a welcoming community,
following Jesus, serving joyfully,
and sharing God's love with each other and the world.

**** Our current Mission Study Report 2018 is on our website.**

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.

The vision of Sinking Spring Presbyterian Church (SSPC) is reflected in our mission statement: **“Responding to God’s grace, we are called to be a welcoming community, following Jesus, serving joyfully, and sharing God’s love with each other and the world.”**

SSPC has been empowered by the Holy Spirit and supported by God’s grace; SSPC is committed to making this mission a reality through:

- **Fellowship with one another, with other Christians, and with those in need of God’s love.**
 - As a faith family of diverse ages and interests, we share each other’s joys, sorrows, and challenges with empathy and support. When we have differences, we seek first to understand God’s will for SSPC with open minds and hearts.
- **Learning what it means to follow Jesus within our families and community.**
 - We grow in our Christian life through engaged worship, personal reading, Bible study, Sunday school, youth programs, music, teaching, and prayer. SSPC looks to the Minister for guidance as the Session, staff and members provide a variety of learning opportunities.
- **Outreach to all who are in need spiritually and physically, especially the least and the lost.**
 - SSPC ministers to these through Ecumenical Faith in Action, the Preschool, the Backpack Ministry, and numerous other outreach initiatives. The congregation supports them with their time, skills, and dollars.

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

To fulfill our mission statement, we are committed to serving faithfully. SSPC is an active partner in Ecumenical Faith in Action, a collective local outreach ministry that provides food, clothing, household items, emergency shelter, and medical assistance to those in need. Likewise, SSPC volunteers provide weekend and summer food for elementary age children through the community Backpack Ministry. Within our congregation, seven trained Stephen Ministers offer confidential, compassionate care to individuals facing difficult challenges. Many years ago, a SSPC member created the “Social Club,” a fellowship ministry for adults with disabilities. Four neighboring churches partner with SSPC to provide a monthly social gathering that includes a home cooked meal, Bingo with prizes, and fellowship.

SSPC volunteers assist a local Jail Ministry by collecting items for those incarcerated, and financially supporting the Chaplain. SSPC has partnered with other churches to fund and build two Habitat for Humanity houses for local families. Likewise, we have supported "Carpenter Funds" through the Appalachian Service Project to provide safe, warm, and dry housing in the region. SSPC has volunteered numerous hours, skills, and gifts for Disaster Relief endeavors both locally and across the country.

Internationally, SSPC has sponsored a sister church in Luwerezhi, Malawi.

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

To assist SSPC reach God's vision and mission, the pastor will build upon the individual and collective strengths and talents of our congregation. The pastor will enrich our traditional style of worship through inspired and intellectual sermons that apply Christ's teachings with today's challenges. The pastor will inspire the Session, staff, and congregation to actively demonstrate our faith through meaningful service both within and outside the walls of the church. As the spiritual leader, the pastor will guide us to reach out courageously as we lovingly open our doors wider to those in our congregation and community who seek God's presence in their lives.

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

SSPC is an established cornerstone of Abingdon, being founded in 1772. We enjoy a traditional worship service led by a pastor who has solid theological and Biblical foundations. Using dynamic preaching and teaching skills, the pastor's sermons should be inspiring, passionate, and relevant in order to foster spiritual growth. Likewise, Bible Study classes and other teaching opportunities should nourish our thirst for continuing education in our Christian life.

The minister should reflect Christ's love to all people. Through the pastor's daily activities, his or her spiritual maturity will be evident. The pastor should possess interpersonal skills that build effective relationships within the church and the community. As a counselor, the pastor should offer guidance and support with grace and compassion. When conflicts occur, the pastor must be willing to address the concerns in a timely and Christ-like manner.

To manage the staff successfully, the pastor should have superior leadership and organizational skills. These include excellent verbal, written and electronic communication skills; collaborative planning and execution; and accountability. The pastor should be a strategic thinker, as well as a visionary who seeks creative ways to celebrate worship, learning, fellowship and service at SSPC. Recognizing our renewed spiritual energy, new members will want to join our faith family.

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

- **Worship Leadership** – In collaboration with church staff, plan and lead worship services using Biblically based sermons, liturgy, and music. Infuse creative ideas to engage and inspire participation among current members, frequent visitors, and new worshippers.
- **Congregational Care** - Provide pastoral care for our homebound, hospitalized, and those facing challenges. In collaboration with SSPC Stephen Ministers, provide counseling support when requested.
- **Teaching Elder** – Working together with the Staff and Ministry teams, plan and lead opportunities for spiritual growth. Include training for new members, confirmation classes, adult and youth programming, and Bible Study.
- **Communicator** - Ensure that the church staff, Session, and congregation are well informed through the bulletin, electronic communications (i.e., email, SSPC website, social media posts), and verbal conversations. Serve as a liaison between Abingdon Presbytery and SSPC.
- **Church Administrator** – Direct, mentor, and empower church staff; moderate Session meetings; provide guidance and support as needed to Elders, Ministry teams, and the Preschool; lead Strategic Planning that focuses on current and future goals; encourage faithful stewardship; and ensure accurate and efficient fiscal management.

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)

- Sinking Spring Presbyterian Church – www.sinkingspring.org
- Faith in Action – abingdonfaithinaction.com
- Visitabingdonvirginia.com
- Abingdonpresbytery.org
- Bartertheatre.com

*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	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.
	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	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

x	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.
	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.		

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 congregations/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,		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.

	procedures, trends, and developments both internally and in the larger society.		
	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.
X	Willingness to Engage Conflict: Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.		Decision Making: Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally regarded as offering solutions and suggestions that are correct and effective.
X	Organizational Agility: Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is politically savvy.		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.
	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.	X	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.
	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	X	Flexibility - Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or

	things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.		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 \$ 65,000 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?

X 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: Elizabeth Patrick _____
Address: _____
Phone Number: 423-956-9716 _____
Relation: Former Transitional Pastor _____
E-mail: elizabethpatrick22@hotmail.com _____

Name: Frank Aichinger _____
Address: 80 McArthur Cir, Bristol, VA 24201 _____
Phone Number: 828-446-8701 _____
Relation: Moderator during search for current Interim _____
E-mail: frankaichinger@gmail.com _____

Name: Jon Martin _____
Address: 22007 Green Spring Church Road, Abingdon, VA 24211 _____
Phone Numbers : 276-206-6370 _____
Relation: Co-Moderator, Committee On Ministry, Abingdon Presbytery _____
E-mail: revjonmartin@gmail.com _____

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

Name Susan Lowry _____
Address 331 White Street _____
City Abingdon State VA Zip Code 24210 _____
Preferred Phone 276-608-1435 _____
Alternate Phone 276-628-7788 _____
E-mail Address for PNC Communications (required): sinkingspringpnc@gmail.com _____

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee Susan Lowry/ *Susan Lowry* Date 3/5/18
Signature

Clerk of Session Susan Lowry/ *Susan Lowry* Date 3/5/18
Signature

Presbytery _____ Date _____
Signature