



**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 #5827

Ministry Name South Presbyterian Church

Mailing Address 4 E. Henrietta Road

City Rochester State NY Zip Code 14620

Telephone Number (585) 271-5078 Fax Number

Email office@SouthPC.org

Web site www.SouthPC.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 3 worship Acts of Faith per week – Avg total 80



Church School Attendance _____

Church School Curriculum _____

NOT APPLICABLE TO OUR ACTS OF FAITH MODEL OF MINISTRY

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

10% Black or African American (African Native, Caribbean)

_____ Hispanic Latino/Latina, Spanish

_____ Middle Eastern

_____ Native Hawaiian or Other Pacific Islander

90% White

Other _____

Presbytery Genesee Valley _____ Synod Northeast _____

Community Type (select one)

_____ College

_____ Rural

_____ Suburban

_____ Small City

_____ Town

X Urban

_____ Village

_____ Recreation

_____ Retirement

_____ N/A

Clerk of Session Contact Information:

Name Amy Parker Doty _____

Address 402 Eastbrooke Lane _____

City Rochester _____ State NY Zip Code 14618 _____

Preferred Phone 585-281-8854 _____ Alternate Phone 585-271-5078 _____

E-mail amydoty@frontiernet.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>
	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)
May be first ordained call, but needs experience with the Acts of Faith Model	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		



You may also specify the position title (if appropriate) Associate Pastor (Stated Supply)

***Employment Status**

 Full Time X Part Time Open to Either
 Bi-vocational (able to provide employment through outside partnership)

Is this a yoked congregation? X No Yes

(If yes, please complete the Yoked Congregation Detail Form.)

Clergy Couple (Are you open to a clergy couple?) Yes X No

Certification/Training (check below the desired certification or training needed for the position):

Interim/Transitional Ministry Training	<u> </u>	Interim Executive Presbyter Training	<u> </u>
Certified Christian Educator	<u> </u>	Certified Business Administrator	<u> </u>
Certified Conflict Mediator	<u> </u>	Clinical Pastoral Education Training	<u> X </u>

Other _____

Language Requirements

<u> X </u> English	<u> </u> Spanish	<u> </u> Korean	<u> </u> French
<u> </u> Arabic	<u> </u> Armenian	<u> </u> Creole	<u> </u> Portuguese
<u> </u> Japanese	<u> </u> Russian	<u> </u> Swahili	<u> </u> Burmese
<u> </u> Cambodian	<u> </u> Indonesian	<u> </u> Laotian	<u> </u> Thai
<u> </u> Vietnamese	<u> </u> Taiwanese	<u> </u> Cantonese	<u> </u> Mandarin Chinese
<u> </u> Twi	<u> </u> Sign Language	<u> </u> Other	

Statement of Faith Required X Yes No

Mission Statement

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

It is the Mission / Vision / Calling of South Presbyterian Church (Rochester, New York) to live out the command of Jesus: *Go out and train everyone you meet, far and near, in [my] way of life* (Mt. 28:18, The Message). We embody our commitment to being a missional church through the practice of our Acts of Faith Model of Ministry and fostering grass-roots programs that spread the love of the Risen Christ through worship, education, and the arts. We hold that all believers are the hands and heart, the embrace and healing presence of Christ's love, acceptance, justice,



and joy in the world.



NARRATIVE QUESTIONS

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

Please see attached sheets

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)

www.SouthPC.org

<https://www.facebook.com/south.church.9>

https://www.facebook.com/south.church.9/photos?lst=1381743889%3A1810344589%3A1492190005&source_ref=pb_friends_tl



***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.	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.
	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.	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.
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		
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

	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.
X	Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.	X	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.
	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
X	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.
X	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 \$ 22,375 (half-time position)
 Maximum **Effective** Salary \$ 24,000

Housing Type Manse
 X Housing Allowance
 Open To Either (Manse or Housing Allowance)
 Not Applicable (*For Non-pastoral Positions Only*)



***EQUAL EMPLOYMENT OPPORTUNITY**

The unity of believers in Christ is reflected in the rich diversity of the Church’s membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore, no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than stated in this Constitution. (F-1.0403)

Each Pastor Nominating committee and Search committee is expected to undertake its search for a Teaching Elder in a manner consistent with the good news that in the church “...as many of you as were baptized into Christ have put on Christ. There is neither Jew nor Greek, there is neither slave nor free, there is neither male nor female; for you are all one in Christ Jesus.”

Has the Pastor Nominating Committee and Search Committee affirmed its intention to follow the Form of Government in this regard?

Yes
 No

We do not have a PNC since we are seeking a Stated Supply position. We hope that COM will allow for the Session, COM and the Presbytery Leader to do the advertising and screening for this position, if the way be clear.

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 The Reverend Amy Williams Fowler

Address 1190 Winton Road, South | Rochester, NY 14618

Phone Numbers 585-242-0080

Relation Presbyter Leader

E-mail presbyteryleader@pbygenval.org

Name The Reverend Ray Jones

Address Presbyterian Mission Agency | 100 Witherspoon Way | Louisville, KY 40202

Phone Numbers 502-569-5280

Relation Associate Director for Evangelism – colleague & observer of our AoF Model

E-mail ray.jones@pcusa.org



Name The Reverend Kevin Hershey
Address Twelve Corners PC| 1200 S. Winton Rd | Rochester, NY 14618
Phone Numbers (585) 244-8585
Relation Colleague and Neighboring Pastor
E-mail RevKevH@gmail.com

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

Name Amy Parker Doty
Address 402 Eastbrooke Lane
City Rochester State NY Zip Code 14620
Preferred Phone 585-473-9284
Alternate Phone 585-271-5078
E-mail Address for PNC Communications (required): amydoty@frontiernet.net

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee [signed] Amy Doty Date 5/3/17
Signature

Clerk of Session [signed] Amy Doty Date 5/3/17
Signature

Presbytery [signed] Amy Williams Fowler Date 5/3/17
Signature



Narrative Responses in support of South Presbyterian Church's Ministry Information Form

1. What is the congregation's or organization's vision for ministry? Additionally, describe how this vision is lived out. **(character count: 1,412)**

Our vision: mutuality through connected communities (Acts of Faith-AoF's) that together reflect the Reformed Tradition in the 21st century.

South is committed to being a missional (not attractional) church, following where Jesus walked among the broken of the world, spreading awareness of the Kingdom of God.

The Acts of Faith Model, allows people (not necessarily members of the church) to create an AoF to meet the needs of others in the community. With the commitment of two people to shepherd the group, Session will approve a 3-month pilot period wherein the staff assists the group. After 3 months we ask: Does it create energy and excitement? If yes, it becomes part of South. If no, it is discontinued immediately. All of our AoF's are thusly evaluated every three months. Each AoF open to public.

This approach is a dramatic departure from the traditional attractional model where the church worked to bring people under one roof for an hour on Sunday morning and programming decisions were ponderously slow. The 21stc. church must be flexible. It needs to be an emergency response team to those in need. South is called to engage in organic, grass-roots ministry and to work with others as they explore what "missional" might look like to them through worship, education, and the arts.

We are Presbyterian Proud and staunch members of the PC(USA) with elders serving in different judicatory capacities.

2. How do you feel called to reach out to address the emerging needs of your community or constituency? **(character count: 1,465)**

Our Acts of Faith model allows us to go where the needs are greatest. Currently, we coordinate 16 AoF's spread over 8 locations in the city: 4 are held at a senior living community; 2 in the northern part of the city– one at a subsidized high-rise and the other at a café in the Port of Rochester; 1 at a neighborhood diner; another at a psychiatric hospital; another at a prayer center; one rehearses at a fellowship hall of a nearby church; and others rotate their locations to different theaters and different parks.

Our Acts of Faith can be divided into categories that reflect the ancient roots of South Church: Education, Worship, and the Arts. Each is created to meet the needs of a specific group – for example, a community book group made up of white, middle-class women near the University, court-placed forensic patients in the psychiatric hospital, or the residents of the high-rise who are just one step above homelessness and most of whom have a limited education. Part



of the beauty of this model is that it reaches people where they are, introduces them to the unconditional love of God in Christ, and then helps them connect with other Acts of Faith in order to gently introduce them to a larger “church family.”

Many of those we attract are either ex-church goers who have been injured by the institution in some way, or agnostics and atheists who seem intrigued by our non-proselytizing way of just “being” the church in these different settings.

3. How will this position help you to reach your vision and mission goals? (character count: 1,279)

Adding an Associate Pastor position (half-time) will allow the pastoral duties to be shared. Currently, our pastor works with our Mission Coordinator and Ruling Elders. The two large challenges now for South are insuring that sacraments are offered at all of our worship AoF’s and creating a mechanism for developing financial sustainability to support all of the AoF’s.

We know, for instance, that some programs have to be income generating through pledges, offerings, etc. but that others (like the high-rise worship) will never be able to sustain itself. Our Session and pastor believe that we are particularly well-situated for addressing these concerns and helping others around the country to create their own sustainability model. We have both a Visioning Team and a Resource Development Strategy Team now in place, but following up on their ideas and coordinating the responses to inquiries from funders requires time.

Adding a half-time Associate Pastor will free up approximately 40% of our pastor’s schedule and allow her to pursue the financially-related challenge facing so many small churches: creating a sustainability model to do the mission work we are called to do – while the Associate Pastor can carry the sacraments to those currently being left behind.

4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization. (character count: 1,412)

- Creative, outside-the-box, thinking
- Spiritually grounded and able to foster that in others
- Embodiment of Reformed beliefs that appreciate and seek out diversity of all sorts
- Multi-tasker who employs mindfulness disciplines
- Able to tell a joke, get a joke, and take a joke
- Passion for justice and reconciliation
- Willing to challenge the status quo but to do it thoughtfully and with well-honed arguments
- Intellectually inquisitive
- Able to love and be loved, to shepherd and be shepherded by the people s/he works with
- Respect for tradition without sanctifying it
- Quick mind
- Able to sustain the tensions of duality while still embracing the possibility and vision of a third way
- Computer savvy
- Not afraid to ask for help, or to speak her/his mind when disagreeing with others
- Committed to mutuality
- Able to work well individually but also able to be a contributing team member



- Solid understanding of Biblical themes and theological discourse
- Excited by challenges and trying new ways of doing things
- Aware of her/his feelings and “triggers” and able to share those to others when appropriate
- Embraces the ministry of the Social Gospel and weeps over Jerusalem
- Committed to self-health and nurturing that in others
- Aware of the power of the Holy Spirit
- Always seeking the KOG (Kingdom of God) in her/his own life
- On a first-name-basis with Jesus

**5. For what specific tasks, assignments, and programs areas will this person have responsibility?
(character count: 1,358)**

The Associate Pastor will:

- Serve as the Coordinator for all Acts of Faith ministries associated with South Presbyterian Church, and as such, oversee all of South’s Acts of Faith,
- Prepare and lead worship at Fellowship of Faith one Sunday per month, the weekly casual praise worship known as Back2Center (September-May), and the weekly casual summer worship, Prayer-on-the-Lawn,
- Attend monthly Session, and Visioning Team meetings,
- Co-convene (with the Pastor) the Acts of Faith Council three times a year and provide for the in-service leadership development training at each of those,
- With the Pastor, co-lead CLASS ACT – the senior spirituality support group at the Meadows –Plan for, and lead, Bible studies as needed,
- With the Deacons, assist the pastor with home and hospital visitation as well as home communion,
- Participate in all Presbytery commitments, including committee assignments,
- Be a colleague to the pastor and a friend in ministry to all AoF leaders,
- Other duties, meetings, and responsibilities as mutually agreed upon by the Associate Pastor, Pastor, and the Session.

We expect that approximate time percentages for her/his 24-hour per week half-time assignment will be:

AoF Coordination	8 hrs (33%)
Worship Preparation & Leadership	8 hrs (33%)
Class Preparation & Teaching	4 hrs (17%)
Visitation	1 hrs (4%)
Other meetings & Administrative Duties	3 hrs (13%)