



**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 72566 _____

Ministry Name Presbytery of Western North Carolina _____

Mailing Address 114 Silver Creek Rd. _____

City Morganton State NC Zip Code 28655

Telephone Number 828-438-4217 Fax Number _____

Email gpcnsearch@presbyterywnc.org

Web site <https://presbyterywnc.org/> _____

Congregation or Organization Size(Select one)

65 Under 100 members

19 101 - 250 members

5 251 - 400 members

5 401 - 650 members

5 651 - 1000 members

___ 1001 - 1500 members

___ More than 1500 members

X 99 congregations and other ministries; Membership total: 13,928

Average Worship Attendance _____

Church School Attendance _____

Church School Curriculum _____

Check if certified as eligible for participation in the Seminary Debt Assistance Program



***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)
	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		
X	General Presbyter/Executive Presbyter Presbytery Leader	2+	Ordained Ministry experience
	Stated Clerk (Presbytery)		
	Synod Executive		
	Mid-Council Program Staff		



You may also specify the position title (if appropriate) General Presbyter

***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 checked="" 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

X Other languages, helpful but not required, for our area include: Spanish, Russian, Slavic, Korean, and Sign Language

<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="text"/>	Other

Statement of Faith Required Yes No

Mission Statement

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

“**SEE**, we are the body of Christ” is our mission statement. **S**: Strengthen congregations. **E**: Equip disciples. **E**: Engage in mission.



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. We work at building community and connections among our 99 congregations and other ministries, most effectively through supporting our mission work locally and globally, primarily in Malawi and Guatemala. Following our mission statement (see above) our vision for the future is both practical and daring:
 - We are a presbytery willing to try new programs, discarding some while improving and building on others.
 - We are in the initial stages of an Advocate program with 23 individuals who will strengthen the ties between congregations and the presbytery.
 - We want to live into the Matthew 25 initiative and aid our congregations with their own efforts, engaging people beyond the walls of our church buildings and validated ministries.
 - We need better communications for a 21st century environment.
 - We want to guide and assist our churches in finding effective ways to evangelize.
 - With Montreat in the middle of our presbytery, we naturally attract skilled, talented, retired ministers and profit from their wisdom. We also work hard – in conjunction with the Holy Spirit – to attract the best ministers to serve our congregations while also developing our own lay leaders.

2. How do you feel called to reach out to address the emerging needs of your community or constituency? As a presbytery, our community is our congregations, ministers, and other ministries. Our congregations, like in most presbyteries, struggle to define their ministries amid changing numbers and demographics. Also, in the past decade we saw a few churches either split or leave our denomination, but the overwhelming majority remain.

Our presbytery is truly diverse: theologically, culturally and politically. Our territory includes larger-membership churches in portions of metropolitan Charlotte as well as many smaller churches dotted throughout the Smoky and Blue Ridge mountains. The once-booming textile and furniture industries have been in decline for more than a decade, while migration into our area continues, diversifying us even more.

Validated ministries with a wide range of focuses are a vital part of our constituency.

As a presbytery, we need transformation. We continue to embrace flexibility while still being “decent and in order.” We crave creativity. We need to help guide our congregations in dealing with technology changes, building security, and personal safety. At the same time, we need to listen...for the Spirit, but also to the voices of our members, their needs, and the needs of the communities they serve. Through such listening, we can best build consensus.

3. How will this position help you to reach your vision and mission goals? With the right person as general presbyter (as installed, designated, or interim), we can better focus our listening, discover more common ground, and continue to build the unity we need, while still cherishing diversity. The right person will find talented co-workers to join in the harvest, nurturing their skills and commitment to the church and generating excitement. This person will attract both experienced laborers and new blood to our ministries while being an example of Christ-centered servant leadership. This requires presence in the field more than presence behind a desk; engaging worshippers and participants on a personal level, while not neglecting the needs of staff and committees of the presbytery. As Presbyterians, we are committed to being a connectional church. Our general presbyter should be the leader in connecting us to each other, to the Synod, and the national denomination, as well as to other partners in the Christian community and the world.



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

Perhaps the best description would be a person of contrasts:

- Someone with excellent listening skills, yet also talented in outbound communications (1-on-1, in groups, and online)
- A leader who knows how to manage rather than a manager who knows how to lead
- A decision-maker who thrives at collaborating with others when making choices and setting plans
- An organizer who is also good at delegation and sharing the praise and credit with all involved.
- Both a team player and a coach (but not an owner).
- Someone who fits in with members of large congregations and small ones, showing the love of Christ to all and celebrating their differences.
- An encourager of others and pastor to all as needed.
- An Energizer bunny who also recognizes when quiet and calm is more fitting.
- A person who fits into and embraces both a digital world and the world of living, breathing people of God.
- A champion for those in need, both individuals and churches, with a willingness to call out problems that threaten the health of the church and then seek remedies.
- Someone who has an eye on the denomination and nurturing those bonds, but never loses sight that the presbyter's main constituency is composed of the ministers and congregations' ministries within our presbytery's boundaries.
- Like a Farmers Insurance agent, we'd prefer a presbyter who has seen a thing or two... but also open to seeing all manner of new things around us.

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

- Lead both full-time and part-time staff as well as volunteers.
- Work with and in consultation with the Stated Clerk.
- Be a pastor to our flock.
- Carry out the policies and decisions of the presbytery while providing key advice to the policy makers.
- Oversee finances in conjunction with the Finance Committee and Treasurer.
- Oversee programs and missions of the presbytery.
- Build a spirit of stewardship within member congregations in order to fund programs and pay presbytery expenses.
- Take a key role in updating the technology of the presbytery office for the benefit of our membership.
- Be the primary liaison to the General Council and the Committee on Ministry.
- Help in the supervision and guidance of the 23 Advocates to our congregations.
- Build connections with members of our congregations, with ministers and pastors, with Sessions, with other mid-council leadership and national leadership, and with those outside our denomination.
- Be a presence in our churches, missions, and ministries as much as possible.
- Be a two-way communicator *par excellence*.
- Deliver challenging sermons when called upon and spread the good news.
- Be an encourager as necessary and an evangelist always.



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.presbyterywnc.org

<http://buildinghope.wncpresby.org/>



***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 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.	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.	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.	X	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.		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.
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.	X	Strategy and Vision: Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.
	Financial Manager – deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to achieve operational efficiencies and value for money; puts in place rigorous and comprehensive financial accountability systems.		Funds Developer – maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives.
X	Collaboration: Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the		



***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 **Russ Reighley** _____
 Address 3806 Sarazen Court NE, Conover, NC 28613 _____
 Phone Numbers 828-612-5243 _____
 Relation Commissioned Lay Pastor _____
 E-mail rreighley@charter.net

Name **Barbara McLean** _____
 Address 2 Woodbury Road, Asheville, NC 28804 _____
 Phone Numbers 828-254-1034 _____
 Relation Former Moderator, Ruling Elder _____
 E-mail barbaram_2@charter.net _____



Name Luke Harkey

Address Shelby, NC 505 Forest Ave Landrum, SC 29356

Phone Numbers 704-477-7838

Relation Honorably Retired Minister Member

E-mail harkeyml@gmail.com

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

Name Patrick W. T. Johnson

Address 40 Church Street

City Asheville State NC Zip Code 28804

Preferred Phone 828-253-1431

Alternate Phone _____

E-mail Address for PNC gpscsearch@presbyterywnc.org

ENDORSEMENTS

Pastor Nominating Committee/
 Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Presbytery _____ Date _____
Signature