



**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 7220

Ministry Name Delmont Presbyterian Church

Mailing Address 101 Church Street

City Delmont State PA Zip Code 15626

Telephone Number 724-468-5804 Fax Number 724-468-5294

Email 2014pnt@delmontpresbyterian.org

Website www.delmontpresbyterian.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 82

Church School Attendance 25

Church School Curriculum Group for younger kids, and We Believe for senior 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.

- ___ American Indian or Alaska Native
- 1 Asian
- ___ Black or African American (African Native, Caribbean)
- ___ Hispanic Latino/Latina, Spanish
- ___ Middle Eastern
- ___ Native Hawaiian or Other Pacific Islander
- 99 White
- Other _____

Presbytery Redstone Synod Synod of the Trinity

Community Type (select one)

- College Rural Suburban
- Small City Town (X)
- Village ___ Recreation ___ Retirement
- N/A

Clerk of Session Contact Information:

Name Lynn Mance

Address 115 Kenneth Drive

City Delmont State PA Zip Code 15626

Preferred Phone 724-468-8638 Alternate Phone 724-787-5445

E-mail mancedancer@windstream.net FAX N/A



***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>
>5 years	Solo Pastor		General Assembly Staff
	Head of Staff (Multi-staff Pastor, who supervised two or 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		Pastor (For Such a Time as This Pastoral Resident)
	Bi-vocational/Tentmaker		Youth Director (non-ordained)
	Chaplain		Other
	Pastoral Counselor		
	College/Seminary Faculty		
	Seminary Staff		
	Campus Ministry		
	General Presbyter/Executive Presbyter		
	Presbytery Leader		
	Stated Clerk (Presbytery)		
	Synod Executive		
	Mid-Council Program Staff		



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.

Our vision for ministry is to continue providing a friendly and meaningful worship opportunity, to enable everyone to know and feel God's presence in their lives, and to expand our programs to further reach people in the Delmont area. In addition to our weekly Sunday worship service and Christian Education Sunday school program, we live out this vision through our Music department's ministry of Gospel sings and Organ/piano recitals 3 – 4 times a year, handbell choir and puppet ministry performances, the Mariners organization social and fundraising activities, and the Deacons and Women's Association mission projects.

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

Our congregation continues our ministry through Mission projects and actions in the community. The following examples include programs currently happening in the church, but there are other needs that are emerging and will become part of the church's ever-increasing community involvement.

- We support and encourage a very active Mini-Ed preschool program. The program has approximately 90 children ages 2 through 5 and meets Monday through Friday in the Christian education building.
- The local AA chapter meets weekly in the Social hall with 40 – 50 people attending.
- We participate in Delmont Ministerial Association activities throughout the year.
- We join with several of our community's churches in hosting the Christmas in Salem Crossroads Pilgrimage during the first two weekends of December.
- Many of our members are involved in local outreach organizations such as the Salvation Army, the local Lions chapter, Westmoreland County food banks, and Meals on Wheels.

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

The congregation expects the Pastor to facilitate inspirational worship, inspire creative new ministries, and provide administrative leadership as directed by the session. Our Pastor should oversee the current organizations to continue the missions and help identify future needs that evolve. Our Pastor needs to work with the youth and church school leadership to find creative ways to provide an environment that attracts young people and families.



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

This individual needs to have the following attributions.

- Be caring to people of all ages and circumstances.
- Have a positive attitude that encourages and energizes collaborative work.
- Be nurturing, friendly, a good listener, and easy to talk with.
- Be able to cope with challenges that are presented.
- Have a deep spiritual foundation to guide individuals.
- Provide a warm and welcoming environment for all church members.
- Be outgoing and engaging.

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

The pastor will be responsible for the following.

- Conducting all worship services within our church.
- Being active in community services when asked to participate.
- Providing spiritual leadership through pastoral care for all ages.
- Conducting hospital and shut-in visits with communion.
- Helping us grow spiritually and in numbers.
- Working with Session to identify appropriate committee structures.
- Being involved with all members active, inactive or prospective.

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)



http://en.wikipedia.org/wiki/Delmont,_Pennsylvania

Five School Districts within 5 miles of the church

Kiski Area: https://www.edline.net/pages/Kiski_Area_High_School

Franklin Regional: <http://www.franklinregional.k12.pa.us/>

Penn Trafford: <http://www.penntrafford.org/>

Greensburg Salem: <http://greensburgsalem.org/>

Hempfield: <http://www.hasdpa.net/>

www.Christmasinsalemcrossroads.org

Delmont Plans 175th Celebration:

http://triblive.com/x/pittsburghtrib/news/westmoreland/s_574575.html#axzz31K26TW5S

Delmont's Identity is closely Associated with the Watering Trough:

http://triblive.com/x/pittsburghtrib/news/westmoreland/s_490188.html#axzz31K26TW5S

*LEADERSHIP COMPETENCIES

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

	THEOLOGICAL/SPIRITUAL INTERPRETER		
X 1	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 5	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 6	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

Revised 3/28/14



			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 1 0	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 9	Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.
	Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.		Culturally Proficient – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	Externally Aware - identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society.		Entrepreneurial - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.
	Risk Taker – persons with the ability to take appropriate risk to accomplish needed goals; one who thinks outside the box and who is not afraid of challenging the status-quo.		Task Manager - Assures that effective controls are developed and maintained to ensure the integrity of the organization; holds self and others accountable for rules and responsibilities; can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget; and monitors and evaluates plans, focuses on results and measuring attainment of outcomes.
	Willingness to Engage Conflict: Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.		Decision Making: Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally regarded as offering solutions and suggestions that are correct and effective.
X	Organizational Agility: Is astute about how congregations and/or organizations work; knows	X	Strategy and Vision: Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends



8	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.	3	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 2	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.		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.	X 4	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 7	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 <i>Effective</i> Salary \$	<u>\$47,800</u>	Maximum <i>Effective</i> Salary	<u>\$53,000</u>
Housing Type	Manse		No
	Housing Allowance		Yes
	Open To Either (Manse or Housing Allowance)		No
	Not Applicable (<i>For Non-pastoral Positions Only</i>)		

***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

Revised 3/28/14



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. Clifford E. Buell
Address 237 Falcon Ridge Dive, New Kensington, PA 15068
Phone Numbers [724-339-8364](tel:724-339-8364)
Relation Current Interim Minister Delmont Presbyterian Church
E-mail cebuell@comcast.net

Name Rev. Susan Washburn
Address 199 Shady Lane, Apollo, PA 15613
Phone Numbers [412-760-7469](tel:412-760-7469)
Relation Raised in Delmont Presbyterian Church and is now an ordained minister.
E-mail reunionpastor@zoominternet.net

Name Attorney & Rev. Ross S. Bash
Address 2 West Pittsburgh St., Delmont, PA 15626
Phone Numbers [724-989-8699](tel:724-989-8699)



Relation Former interim minister of Delmont Presbyterian Church and attorney in Delmont, PA.
E-mail rsbash@earthlink.net

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

Name David Holm
Address 189 Evans Road
City Export State PA Zip Code 15632
Preferred Phone 724-875-2336
Alternate Phone 724-387-2791
E-mail Address for PNC Communications (required): 2014pnt@delmontpresbyterian.org

ENDORSEMENTS

Pastor Nominating Committee/ Search Committee	<i>Signature</i>	Date
Clerk of Session	<i>Signature</i>	Date
Presbytery__	<i>Signature</i>	Date