



**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 PIN number 06504
Ministry Name Southminster Presbyterian Church
Mailing Address 7001 Far Hills Ave.,
City Dayton State OH Zip Code 45459-4203
Telephone Number 937-433-1810 Fax Number 937-433-7665
Email office@sminster.com
Web site www.sminster.com

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 170



Church School Attendance 24 (pandemic) & 63 VBS

Church School Curriculum Godly Play, Whirl, Illustrated Ministries, Feasting on the Word, Co-lab-orate, our own (Adults: various)

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

 3 Black or African American (African Native, Caribbean)

 1 Hispanic Latino/Latina, Spanish

 Middle Eastern

 Native Hawaiian or Other Pacific Islander

 95 White

Other _____

Presbytery Miami Valley Presbytery Synod Synod of the Covenant

Community Type (select one)

 College Rural X Suburban

 Small City Town Urban

 Village Recreation Retirement

 N/A

Clerk of Session Contact Information:

For the emails or phone numbers for the references below, please call the church office at 937-433-1810 or look at our MIF on the PC(USA) Church Leadership Connection. (We did not want to put that information online.)

Name: Lois Thorp



***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)
first ordained call	Pastor Interim (Associate)		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) Interim Associate Pastor (2 yrs.)

***Employment Status**

X Full Time 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 No

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

Interim/Transitional Ministry Training
Training

Interim Executive Presbyter

Certified Christian Educator

Certified Business Administrator

Certified Conflict Mediator

Clinical Pastoral Education Training

Other _____

Language Requirements

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?

The congregation of Southminster Presbyterian Church is committed to our vision to be the head, heart, and hands of Jesus Christ, driven by God's love for our church and the world beyond.

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.

Head: We are committed to growing in the knowledge and understanding of God's word through worship and educational offerings for all ages. Beyond Sunday morning, through groups like the Social Justice Book Club, Advent and Lent Devotional gatherings, and special events for children and youth, we try to foster spiritual formation.

Heart: We are a compassionate family of faith who cares about one another and about those beyond the doors of the church. We seek to love our neighbor both locally and globally.

Hands: We are committed to sharing God's love through personal interaction, outreach, and service. Some of these programs benefit our senior members and people living alone; others benefit special needs or low-income members of the community. During the pandemic, we have come up with new projects to serve others while staying safe.

We also are committed to sharing our well-equipped, strategically located facility with outside organizations which meet regularly in our church, many at no cost, as part of our mission. These include an excellent preschool of 240 children, a Boy Scout troop and various anonymous support groups

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

We continually strive to increase our outreach and to become known as "The Church Changing Lives in the Community!" As we seek to identify outreach opportunities that can be impactful and effective, our goal is to empower those we serve rather than deprive them of their dignity. Annually, we have a Sunday morning congregation-wide service day called "The Church Has Left the Building." The



motto for that day is: “Don’t go to church. Be the church.” After tornadoes caused major damage in the Dayton area, we provided clean-up crews, meals, and financial support. We are in the planning stage of a new “helping hands” mission project that serves elderly people in the community who can use assistance with repairs and yard work. In addition to housing and staffing a Food Pantry, we are beginning to install “blessing boxes” in areas of food insecurity around Dayton.

We have held annual Habitat for Humanity house frame builds in our parking lot, donated our service and funds to a downtown soup kitchen, and provided food and financial resources to a program that is a safe haven for adults with mental illness. We collect items for veterans, foster children, people who find themselves homeless, people in a local low-income housing project, and for others in need. Given the pandemic situation, when we can do so safely, we hope to organize service trips to provide disaster assistance.

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

We strive to make our vision statement an action statement, and we seek an Interim Associate Pastor who will enthusiastically embrace our vision by engaging with the congregation to nurture them in spiritual formation and education while fostering fellowship and community. They will teach and train others with a commitment to helping the congregation grow in the knowledge of God’s word and an understanding of what it means to follow Christ. This individual will help us to develop activities and programs that will engage everyone. This will include an emphasis on coaching and guiding us to find innovative ways to engage adults and older teens to breathe new life into our ministries.

They will be an active part of a creative leadership team and will serve with various congregational teams inspiring and helping them to attain goals related to our vision. Opportunities for outreach into the community and to interact with our exciting youth programs are encouraged.

Additionally, when preaching, the Interim Associate Pastor will call the congregation to a higher standard of caring, service and mission. We are looking for someone who will be honest and authentic, walking with us, leading by example, and sharing their contagious love of Christ while helping us to do the same.

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

We are looking for fresh ideas and energetic leadership to enhance and bring new life to our ministries. Are you friendly, outgoing, and approachable? We hope so! A pastor with a theologically progressive and inclusive foundation who would enjoy fostering the spiritual growth and fellowship of our members as a primary ministry would be a good fit for Southminster.



We are praying that God will lead us to a person who will engage in positive relationships and interactions with congregation members, staff and the wider community. We would like our Interim Associate Pastor to be a peacemaker within our community during these very trying and contentious times. We hope that our Interim Associate Pastor will be a good listener who enjoys working with others and possesses a sense of humor, humility, and kindness. Other desirable traits include adaptability and flexibility in the face of changes and challenges while also maintaining one's integrity. Since we value ongoing emotional and spiritual growth, an Interim Associate Pastor who is a lifelong learner could encourage the rest of us in our faith journeys.

Self-care also is a part of this calling. This would include keeping Sabbath and allowing time for renewal, in order to have the energy, peace of mind, and heart to serve Christ in this ministry.

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

The Interim Associate Pastor will lead, support, encourage and facilitate the Christian education, spiritual formation, and fellowship of all adults.

Adult Ministry includes leading and recruiting others to offer educational opportunities. Discovering more effective and innovative ways of engaging and incorporating the interests of young adults and parents is a priority.

This person will work with our Invitation Team to develop and encourage the congregation's understanding and practice of inviting others to be a part of the life and ministry of Southminster. Working with the Deacons and the Stewardship Team will also be the responsibility of the Interim Associate Pastor.

They will be asked to preach an average of once a month, will regularly participate in worship leadership, and may occasionally be asked to work in partnership with the Pastor/Head of Staff in the area of pastoral care.

Duties as staff liaison to Session Teams and Deacons will be divided between the Interim Associate Pastor and the Pastor/Head of Staff. While the list above captures the core responsibilities, for a more detailed description of responsibilities and other information, go to www.sminster.com , and look under "job opportunities" at the very bottom left of the page.



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)

Website: www.sminster.com

Facebook: <https://www.facebook.com/sminsterdayton>

Instagram: <https://www.instagram.com/southminsterdayton/>

YouTube: https://www.youtube.com/channel/UCvIH1C5_0DiRUZBsiz-9_JQ

Twitter: <https://twitter.com/SouthminDayton>

Dayton: https://www.tripadvisor.com/Attractions-g60785-Activities-oa30-Dayton_Ohio.html

Metroparks: <https://www.metroparks.org/>

Cox Arboretum: <https://www.metroparks.org/places-to-go/cox-arboretum/>



***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL INTERPRETER	
	<p>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.</p>
X	<p>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.</p>
X	<p>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.</p>
X	<p>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.</p>
X	<p>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.</p>
X	<p>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.</p>
COMMUNICATION	
X	<p>Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.</p>
X	<p>Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.</p>



	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.)
X	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.
	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		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.



	from others in crafting mutual solutions.	
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.
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.



X	<p>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.</p>	<p>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</p>
	<p>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.</p>	<p>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.</p>
	<p>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.</p>	

***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 \$ 56,000 Maximum **Effective** Salary \$ To Be Decided

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

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.

For the emails or phone numbers for the references below, please call the church office at 937-433-1810 or look at our MIF on the PC(USA) Church Leadership Connection.

(We did not want to put that information online.)

1. Marge Morgan (former COM liaison)
2. Brandon McFarland (former member/Elder who has now moved out of the area)
3. Kim Catchpole-Patton (former staff member, member of the church)

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

Name Jason Schenck

E-mail Address for PNC Communications (required): IAPNC@sminster.com



ENDORSEMENTS

Search Committee Chair: Jason Schenck

Clerk of Session: Lois Thorp

Presbytery: Terry Kukuk (Executive Presbyter), Sandy McConnel (COM liaison)