## Ministry Information Form Query

**MIF #: 11621.AG0**

**Ministry General Information**

<table>
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<tr>
<th>Ministry Number</th>
<th>11621</th>
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<tr>
<td>Ministry Name</td>
<td>First Presbyterian Church</td>
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</table>
| Mailing Address | 225 East Market Street  
                             York, PA 17403 |
| Phone           | (717) 843-8041 |
| Fax             | (717) 854-3297 |
| E-Mail          | fpcipnc@gmail.com |
| WWW Address     | www.fpcyork.org |
| Ministry Size   | N/A |
| Ethnic Composition | Black or African American (African Native, Caribbean) 9%  
                                                        White 89%  
                                                        Other 2% |
| Average Worship Attendance | 349 |
| Church School Attendance | 121 |
| Curriculum      | Presbyterian Rotation |
| Certified as eligible for participation in the Seminary Debt Assistance Program | False |
| Yoked Church    | False |
| Presbytery      | DONEGAL PRESBYTERY |
| Synod           | SYNOD OF THE TRINITY |
| Community Type  | Small City |

*Ten-year trend statistics of this church/organization* *(Show Statistics)*

*Data availability is not guaranteed*

### Information about the position

**Position:** Head of Staff (who supervised one teaching elder and other staff)
Specific Title: 

Employment Status: Full-time

Language Requirements: English

Other Languages:

Statement Of Faith Required: Yes

Clergy Couples: No

Training/Certificate Requirements:

Other Training:

Brief Church Mission Statement:
Glorify God
Reflect Christ
Love and serve others
Through the power of the Holy Spirit

What is the congregation’s or organization’s vision for ministry? Additionally describe how this vision is lived out.

“Focusing on the Lord above.” Our primary focus is our connection to God.
“Growing side by side.” Our desire to not only grow as a congregation, but to do so together.
“Reaching out to share Christ’s love.” We seek to embrace our entire community.
“With the Spirit as our guide.” We desire to be guided by our deep spirituality.

FPC embraces opportunities to live out our vision of ministry by:

- Being a “spiritual anchor” and a true force for change in our city. Our Caring Company provides daily Christian witness by providing financial aid and services to community members. Our congregation also supports many other community programs.
- Committing ourselves to lifelong learning. Our Christian Education program is well-attended by adults, children and youth. Our members value relevant, thought-provoking sermons and studies that are firmly based in Biblically-based theological inquiry. FPC strives to help church members integrate their spiritual and secular lives.
- Nurturing our church family. Through our Stephen Ministry, Deacons, weekly fellowship, prayer chains and many small groups we put out faith in action to love and care for each other.
- Reaching out globally with yearly mission trips. Our congregation has gone to the Carmel Matriculation School in India and Belize and the Bahamas. We also support eight missionaries.
- Encouraging our congregation to express God’s love through music. We have adult, children and youth choirs, bells, a contemporary praise band, and festival brass.

How do you feel called to reach out to address the emerging needs of your community or constituency?
While the congregation and its leadership have embraced a variety of callings, perhaps our greatest passion is our active involvement within our diversified community. Located in the center of historic York, Pennsylvania, the church seeks to understand the needs of the community and reach out with the talents and resources of our congregation. We hope the new Pastor will challenge us to discover new ways to become involved with our local neighbors.

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

First Presbyterian is a mature multi-cultural congregation. We envision our new Pastor as a spiritual leader who will work with us and strengthen our resolve to fulfill the church’s stated goal, sharing the love of Christ in the community. Being a congregation with a rich history, we envision the Pastor will assist us by encouraging us to continue the gains realized during the tenures of our former Senior Pastors. Additionally, it is anticipated the Pastor will provide innovative and dramatic insights for moving the church forward, along its love-driven path.

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

Because our congregation seeks to grow in faith and actions—both individually and as a body—we seek someone with the following strengths/skills:

- Strong preaching skills – an ability to translate the biblical message for today’s multi-age, multi-cultural congregations
- Previous Senior Pastor/Head of Staff experience, 4 years as head pastor
- Strong collaboration skills – the ability to encourage and work along with all members of the staff and church leadership to work together to produce their best work, for the glory of God and our church.
- Demonstrated administrative abilities
  - Competency in conflict management and problem solving
  - Financial management skills
- Cultural proficiency
  - Ability to engage across different races and socio-economic backgrounds within our congregation and community
- Positive attitude/enthusiasm for Christ’s work and His people

**What specific tasks, assignments, and program areas will this person have responsibility?**

**Title:** Senior Pastor/Head of Staff

**Purpose:** Shepherd the congregation; demonstrate commitment to Jesus Christ and love for God’s people; moderate Session; coordinate all programs and organizations; act as administrative executive of the congregation as directed by the Session in conjunction with Presbytery.

**Accountability:** Presbytery of Donegal

**Responsibilities:** Supervise an eight-member staff and oversee the organizational structure.

Plan vibrant worship and preaching. Execute a preaching ministry that reflects sound scholarship,
pastoral concern and faithfulness to the Word of God.

Collaborate with associate pastor in preaching, offering pastoral care, counseling and visitation to those in need and conducting weddings, funerals, and sacraments.

Empower members to discover and use their gifts in ministry, reflecting their love of God and their neighbors, as well as each other.

Stimulate congregational stewardship.

Promote congregational involvement in mission and service and represent the church in the community and the larger Presbyterian Church.

Lead others to accept Jesus Christ by establishing an effective urban outreach program.

Stimulate the planning of short and long term goals by congregational leaders and staff. Participate in elder training, educational, fellowship and congregational events.

Oversee the maintenance of adequate records on program plans and methods.

Optional Links
www.fpcyork.org

Leadership Competencies:
Preaching and Worship Leadership
Spiritual Maturity
Lifelong Learner
Communicator
Willingness to Engage Conflict
Organizational Agility
Collaboration
Interpersonal Engagement
Bridge Builder
Self Differentiation

Compensation and Housing:  (Cost of Living Calculator)
Minimum Effective Salary: $70,000  (Effective Salary Definition)
Housing Type: Housing Allowance

References:

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<tr>
<th>Name</th>
<th>Address</th>
<th>Phone Numbers</th>
<th>Relation</th>
<th>Email</th>
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<tbody>
<tr>
<td>Rev Dr Erin</td>
<td>1861 Charter Lane, Suite 125,</td>
<td>717-392-</td>
<td>Executive Presbyter</td>
<td><a href="mailto:erinch@donegal.com">erinch@donegal.com</a></td>
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Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form of Government in this regard?
Yes

Self-referral Contact Information

**EP:** REV. DR. ERIN COX-HOLMES  
**Address:** P O BOX 10054, LANCASTER PA 17605

Daytime Phone  
Fax (717) 392-8922  
Email erincoxholmes@gmail.com

**PNC:** Christian Hunter  
**Address:** 1267 East Poplar Street, York PA 17403

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Email ChristianH@aol.com

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