



**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 11621

Ministry Name First

Presbyterian Church of York PA

Mailing Address 225 East Market Street _____

City York _____ State PA _____ Zip Code 17403

Telephone Number (717)-843-8041 _____ Fax Number (717) 854-3297 _____

Email fpcipnc@gmail.com _____

Web site www.fpcyork.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 Pre-covid, around 300. Post covid, around 135 in person and growing. The average of online worship viewing was 275 per service for 2021 and 2022. Online viewing continues to be available through YouTube, Boxcast/Website, and Facebook. Combined in person and virtual is 410.



Church School Attendance 177 including streaming

Church School Curriculum Growing in God's Love

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.

0 American Indian or Alaska Native

1 Asian

6 Black or African American (African Native, Caribbean)

1 Hispanic Latino/Latina, Spanish

0 Middle Eastern

0 Native Hawaiian or Other Pacific Islander

92 White

Other _____

Presbytery Donegal Synod Trinity

Community Type (select one)

_____ College

_____ Rural

_____ Suburban

X Small City

_____ Town

_____ Urban

_____ Village

_____ Recreation

_____ Retirement

_____ N/A

Clerk of Session Contact Information:

Name Kenneth E. Hickman

Address 425 Meridian Lane

City York State PA Zip Code 17402

Preferred Phone 717-891-9462 Alternate Phone 717-757-1828

E-mail kandjhickman@comcast.net FAX None



***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)
MDiv 0+yrs.	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		
	Stated Clerk (Presbytery)		
	Synod Executive		
	Mid-Council Program Staff		



You may also specify the position title (if appropriate): **Associate Pastor for Youth, Families, and Innovative Worship**

***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 type="checkbox"/>	Interim <input type="checkbox"/>	Executive <input type="checkbox"/>	Presbyter <input type="checkbox"/>	Training <input type="checkbox"/>
Certified Christian <input type="checkbox"/>	Educator <input type="checkbox"/>	_____		
Certified Conflict Mediator <input type="checkbox"/>	Certified Business <input type="checkbox"/>	Administrator <input type="checkbox"/>		

Clinical Pastoral Education Training

Other _____

Language Requirements

<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="checkbox"/> Other	

Statement of Faith Required Yes No



Mission Statement

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

FPC's congregation-wide 2019 discernment process adopted the vision "Following Jesus Everywhere" with five God-sized dreams:

FOLLOWING JESUS EVERYWHERE

- INTO THE FEAST (Worship)
FPC Worship is diverse, engaging, interactive, and deeply grounded in Word and Sacrament. Together we celebrate the Risen Lord while acknowledging and embracing different worship styles, cultural experiences, and liturgical formats.
- INTO THE SACRED STORY (Discipleship) FPC is a Christ-centered community of children, youth, and adults who are actively seeking to grow in their faith individually and together for the sake of advancing the Kingdom of God.
- INTO THE NEIGHBORHOOD (Mission) FPC is earning the trust of our neighbors through our Spirit-led focus on serving, empowering, and advancing advocacy for the benefit of God's most vulnerable families and individuals in our world.
- INTO SHARED JOY AND SORROW (Fellowship) FPC is open to, and welcoming of, all God's children, valuing every individual's uniqueness while building a family that shares deep and significant Christ-centered relationships.
- INTO EVERYDAY CONVERSATIONS (Evangelism) FPC is prepared and willing to share the hope that is ours in Christ Jesus, within the church as well as out in the world. We are intentional about encouraging and inviting others to share their stories of faith.

First Presbyterian Church (FPC) is a historic urban church. Program staff consists of the following: Lead Pastor, Director of Music Ministry, Director of Children's Ministries, Director of the Caring Ministry and Community Outreach, Director of Media and Communication, and Director of Spiritual Formation.

FPC's scheduled worship services include two traditional worship services (8:30 and 10:45 AM on Sunday mornings). We offer additional worship services at various seasons in the church year. We are currently developing a third, innovative contemporary worship service which will be a key responsibility for the Associate Pastor who receives this call. This includes part-time salaries for a musician(s) along with a strong call to engage our community in multi-cultural ministry and community building.

Local ministries include Stephen Ministry, tutoring neighborhood children, our Caring Ministry, Thanksgiving and Palm Sunday neighborhood dinners (serving up to 400 people), assisting a local soup kitchen, Vacation Bible School, Habitat for Humanity, and participation in the nearby Northeast Neighborhood Congregational Alliance.

A deep focus on multicultural ministry is an aspiration unveiled through our vision implementation process. Our focus has mainly been on serving our neighborhood for the last thirty years through our Caring Ministry. With the hunger and lived experience of reconciliation in our history, we seek now to live into the theological proclamation that God's church is always multicultural. We are processing what it means to be called to worship with, and experience life with our downtown neighbors, and to experience a kind of discipleship which will lead us to live more fully into God's multi-cultural church - learning to both share power and make room for difference.



Our mission focus outside York includes financial contributions to international missionaries and organizations. Youth missions include trips to domestic and international organizations and a “help week” for neighbors in the city. We support the Carmel Matriculation School, a sizable Christian elementary school in India, with church members visiting the school bi-annually.



(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.
 - Worship – Grounded in Word and Sacrament, we embrace different worship styles, cultural experiences, and liturgical formats
 - Discipleship – We seek to grow in our faith individually and together to advance God's kingdom
 - Mission – FPC empowers and advocates for God's most vulnerable families and persons
 - Fellowship – We welcome all God's unique children, sharing deep Christ-centered relationships
 - Evangelism – We encourage all to share their stories of faith
2. How do you feel called to reach out to address the emerging needs of your community or constituency?
 - Our Caring Ministry serves over 500 individuals in the food pantry and 150 utility clients. A Mothers and Babies "closet" provides clothes and supplies to new mothers
 - A flexible worship space accommodates a contemporary worship service to bring new people from the community for worship and fellowship
 - Our advocacy includes dialogue on social issues (an example is our Racial Justice Task Force)
 - FPC's Mission Committee supports local needs and organizations and international ministries
 - We maintain a strong adult Christian education program with classes on Sunday mornings and during the week
3. How will this position help you to reach your vision and mission goals?
 - We seek to revitalize our historically strong youth program with active volunteer and family involvement.
 - With several local colleges, FPC seeks ways to offer students local spiritual connections.
 - A flexible worship space will enable our Associate Pastor to help develop an innovative "third worship service" and reach our diverse neighborhood and the broader community. A "Third Worship Service Task Force" will support the Associate Pastor.
4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.
 - We seek an individual who is eager to work with youth and their families to achieve growth in personal faith, discipleship, and fellowship through education and outreach activities.
 - The Associate must be creative, flexible, energetic, and bold to develop our contemporary third worship service. This process should engage the diverse community around the church to develop worship services that are welcoming and help people grow in their faith journey.
 - The person must have a collaborative style, highly effective communication skills, and exhibit initiative and organizational agility.
5. For what specific tasks, assignments, and programs areas will this person have responsibility?

This person will have responsibilities related to:

- development of youth and family programs for the church.
- development and implementation of the contemporary third worship service.
- assist in our traditional worship services in coordination with the Lead Pastor.
- other responsibilities are enumerated in the job description.



OPTIONAL LINKS

<https://www.fpcyork.org/>

<https://www.fpcyork.org/associate-pastor>



***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.
X	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.	X 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.	X 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.
	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.
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		
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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.	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.
	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 \$62,107

Maximum **Effective** Salary \$75,000

Housing Type _____ Manse

From Effective Salary _____ 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.

Name Erin Cox-Holmes

Address Donegal Presbytery, 1861 Charter Lane, Suite 125, Lancaster PA 17601

Phone Numbers 717-392-4035

Relation Executive Presbyter

E-mail erinch@donegalpby.org

Name Rev. Aaron Anderson

Address Logos Academy, 250 West King Street, York, PA 17401

Phone Numbers (717) 586-6601

Relation local minister and leader of faith-based non-profit organizations serving York

City _____

E-mail aaron.anderson@logosyork.org



Name Mrs. Darlene Leonard

Address 515 South Ogontz Street, York, PA 17403

Phone Numbers (717) 814-2725

Relation A mission partner with FPC York / Director of Community Services with NENA (Northeast Neighborhood Association)

E-mail DLeonard@nenayork.org

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

Name Kate Barclay

Address 900 Clubhouse Rd.

City York State PA Zip Code 17403

Preferred Phone 717-887-9025

Alternate Phone 717-854-9778

E-mail Address for PNC Communications (required): firstpresapnc@googlegroups.com

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Presbytery _____ Date _____
Signature
