

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

Mif #: 11605.AB1

Ministry General Information

Ministry Number	11605
Ministry Name	EASTMINSTER
Mailing Address	250 N HIGHLAND AVE PITTSBURGH, PA 15206
Phone	(412) 361-7788
Fax	(412) 362-1992
E-Mail	EastminsterP@aol.com
WWW Address	eastminsterchurch.net
Ministry Size	101 - 250 members

Ethnic Composition	
	Asian 1%
	Black or African American (African Native, Caribbean) 39%
	Hispanic Latino/Latina, Spanish 1%
	Middle Eastern 1%
	White 57%
	Other 1%

Average Worship Attendance	140
Church School Attendance	75
Curriculum	New Rythms; Racial Reconcilers; Marriage Course
Yoked	False
Presbytery	PITTSBURGH PRESBYTERY
Synod	SYNOD OF THE TRINITY
Community Type	Urban

Ten-year trend statistics of this church/organization [Show Statistics](#)

Information about the position

Position:	Co- Pastor
Experience Required:	0 to 2 Years
Specific Title:	Senior Pastor
Employment Status:	Full-time

Language Requirements:	
	English

Other Language:	
Statement of Faith Required:	True
Clergy Couples:	True

Training/Certificate Requirements:	
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Other Training:	
Brief Church Mission Statement:	
VISION: A Christ Centered and Intentionally Cross-Cultural Church Family	
MISSION: Proclaiming and Reflecting the Reconciling Power of Christ to Transform our Neighborhood, the City and the World.	
What is the congregation's or organization's vision for ministry:	
<p>We are...</p> <ul style="list-style-type: none"> - A Christ-Centered and intentionally cross cultural church family. <p>We Believe...</p> <ul style="list-style-type: none"> - Jesus is our only Savior and Lord and redemption is solely through Him. - In the authority of The Bible, the one sufficient revelation of God in Jesus Christ. - God is eternally Father, Son, and Holy Spirit. - In our reconciliation in Christ: "There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus." Galatians 3:28 <p>We continually remind ourselves that...</p> <ul style="list-style-type: none"> - We are in the presence of the Lord all the time and everywhere. - Our praise and thanksgiving to our Lord is based on His goodness and worthiness all the time and not on circumstances or feelings. - Our Eastminster family is a group of sinners and imperfect people who admit the need for God's grace and forgiveness through Jesus Christ. Anyone who thinks he/she may fall into this category is welcome to join our family. 	
How do you feel called to reach out to address the emerging needs of your community or constituency:	
<p>Because we are a Christ-Centered, intentionally cross-cultural church family, racial reconciliation is the lens through which all ministry flows. We are intentional about stepping out of our doors and into the community, sharing the Good News and also helping to meet the spiritual, physical, social and justice needs of our community. In doing so, we engage in collaborations with businesses, churches and organizations surrounding our community. Physical needs include the need for housing and food. Social connections to those of like mindedness as well as those with diverse backgrounds are necessary. Justice is addressed by supporting those abused by the police, struggle with addictions, have criminal backgrounds, or need a place to invest their social justice energy. Spiritually, our community needs to see the Gospel as for them no matter their background, race, color or creed. We are encouraged through the teachings of Christ and how He went into the marketplace to bring grace, light, healing and hope to "the least of these". We exemplify our commitment to cultural diversity through our overseas missions in El Tyaba, Egypt, Haiti and Russia. Our evangelistic efforts include surrounding communities via outdoor worship services, a widely popular Light-up Night Advent tradition and weekly community Bible study, to name a few. Our worship music is a mixture of traditional hymns, gospel and contemporary songs of praise, some of which are sung in Latin, Spanish, Arabic, Swahili and Italian.</p>	
How will this position help you to reach your vision and mission goals:	

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Eastminster has a love for and engagement with the community. The staff and congregation are friendly and welcoming. It is expected that the co-pastor, as leader of the congregation, would foster Eastminster's relationships with and commitment to community outreach which serves the needy and underprivileged but also help it remain relevant as times and the community change.

As a visionary, the co-pastor is in a position to bring innovative ideas to the leadership for the development and implementation of a strategy to reach new people and incorporate them in the life of the church. Eastminster can accomplish this.

The co-pastor would utilize their team-building skills to inspire the ministry leaders and volunteers to continue providing quality ministry services to the congregation and community at large.

Ministry, worship and prayer are the heart of Eastminster. Members have a desire to be better equipped for ministry. The co-pastor would use their skills to encourage and provide structure for members to participate in the life of the church and to strengthen the process by which members are called and equipped for ministry and leadership.

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

This position is part of an 18 month Session approved transition plan which includes a 6 month mentorship by the current Pastor. The co-Pastor will be gradually delegated more authority and responsibility until all Pastoral duties have been relinquished. Through the exercise of cultural proficiency, they will be responsible for a quality of life and relationships in a cross-cultural community that commends the gospel to all persons and that communicates its joy and justice. They will be responsible for studying, teaching, and preaching the Word, for celebrating Baptism and the Lord's Supper, and for praying with and for the congregation. With the ruling elders, they are to encourage, equip and enable people for their tasks and leadership roles within the church and their mission in the world. They will demonstrate compassion as they provide pastoral care, devoting special attention to the poor, the sick, the troubled, and the dying. Part of their governing responsibilities will include leadership of the congregation in implementing the principles of participation and inclusiveness in the decision-making life of the congregation, and its task of reaching out in concern and service to the life of the human community as a whole. In addition to these pastoral duties, they must demonstrate a commitment to justice and racial reconciliation as they collaborate with the community, its businesses and organizations in meeting the needs of our community.

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

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- Proclaim the Gospel, administer the Sacraments, teach as needed
- Perform baptisms, marriages and funerals
- Act as session moderator
- Equip and train Deacons and Elders
- Supervise and evaluate Head of Staff
- Recommend hiring and firing of staff
- Guide spiritual development of staff
- Work with personnel committee
- Encourage members to participate in the life of the church through stewardship and volunteerism
- Community Engagement
- Minister to families and individuals
- Participate in life of presbytery, serving as asked, ensuring Elders participate also

QUALIFICATIONS

Academic

- Minimum of master of divinity degree
- Experience with diverse reformed theological perspectives

Spiritual

- Have a vital, growing, personal relationship with Jesus Christ
- Possess a deep passion for the Lord, for the Bible and a personal ministry
- Spiritual gifts of leadership and administration

Professional

- Preaching, teaching and discipleship skills
- Has current Act 33 and 34 clearances

Personal

- Evidence of healthy family relationships
- Exhibit warmth, empathy, sincerity and humility
- Exhibit the fruit of the spirit (Galatians 5:22-23)

ACCOUNTABILITY:

The senior pastor is ultimately responsible to the congregation. The pastor is reviewed for performance annually by Session. The Session Personnel Committee will annually review the adequacy of compensation.

SCHEDULE:

As an exempt Full Time position, a minimum of 40 hours per week are required, based on church activities.

Optional Links:

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eastminsterchurch.net
[m.facebook.com/EastminsterChurchPgh/](https://www.facebook.com/EastminsterChurchPgh/)

Leadership Competencies:

Compassionate
 Spiritual Maturity
 Communicator
 Culturally Proficient
 Risk Taker
 Willingness to Engage Conflict
 Decision Making
 Collaboration
 Bridge Builder
 Motivator

Compensation and Housing: Cost of Living Calculator

Minimum Effective Salary: \$70,000

Housing Type: Housing Allowance

References:

Name	Address	Phone Numbers	Relation	Email
Mrs. Lynn Cox	1130 DeVictor Place Pgh, PA 15206	412-719-5687	former member, Elder and Minister of Discipleship	lynn.wilson.cox@gmail.com
Dr. David Hall	6023 Harvard Street Pgh, PA 15206	412-667-2625	Head and co-founder of East Liberty Family Healthc	
Mr. David Bowens	9975 Harmony Road Wexford, PA 1509015206	412-999-1291	former member and worship leader	davidjbowens@gmail.com

Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?

Yes

Version Track Info: This MIF was last updated on 11/04/2020

Self-referral Contact Information

EP: SHELDON W. SORGE	Address 901 ALLEGHENY AVENUE, PITTSBURGH PA 15233
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Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

PNC: Renee Haynes-Johnson

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