

**Pittsburgh Presbytery
Covenant Pastor for Shared Ministry**

Ministry Information

Ministry ID		
Ministry Name	United Presbyterian Church of Universal	Mt. Hope United Presbyterian Church
Mailing Address	2545 Main Street	12106 Frankstown Rd
City, State, and Zip	Pittsburgh, PA 15235	Pittsburgh, PA 15235
Telephone Number	412-793-1335	412-793-0227
Fax Number		
E-mail Address	UnitedPresUniversal@gmail.com	
Website		
Current Membership	56	122
Average Worship Attendance	15-20	50

Ethnic Composition of the Congregation *(Enter the percentage of each racial ethnic component of your congregation in whole %):*

	Universal	Mt. Hope
American Indian or Alaska Native		
Asian		
Black or African American (African Native, Caribbean)		
Hispanic Latino/Lantina, Spanish		
Middle Eastern		
Native Hawaiian or Other Pacific Islander		
White	100%	
Other		

Community Type	Suburban
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Clerk of Session Contact Information

	Universal	Mt. Hope
Name	Marilyn Pagane (Recording)	Alyce J. Duffus
Preferred E-mail	spudqueen155@aol.com	ajduffus@comcast.net
Phone Number	412-795-5932	412-793-8326

Position Information:

Position Type	Covenant Pastor
Position Title	Solo Pastor
Position Tier/Hours	Tier 1 (Full-Time)
Is this a shared ministry position? If so, please list the congregations	Yes – Universal United Presbyterian Church and Mt. Hope Presbyterian Church
Language Requirements	English

Competencies/Skills (*Please identify and describe at least five characteristics that are important to fulfill the responsibilities of this position. You are encouraged to use the sample competencies listed in Appendix A of this document*)

Competency/Skill	Definition
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.
Communicator	Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.
Change Agent	Having the ability to lead the change process successfully; anchoring the change in the congregation's/organization's vision and mission.
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.
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.
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.
Technologically Savvy	the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.
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.

Narrative Questions

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

From Mt. Hope:

The Pastor shall be responsible for pastoral leadership that shall include, but not be limited to, the following:

1. Responsibilities and Duties
2. Serve as Moderator of the Session, upon approval by Presbytery
3. Provide for blended worship, including the Praise worship band at times, and pastoral leadership
4. Lead services of worship, including Communion, Baptism, marriages and funerals
5. Perform administrative duties, work with the church staff guided by their job description or personnel manual, assist in congregational communication through publications and through personal contacts
6. Calling on the sick and home bound, with the assistance of members of the ordered ministries
7. Provide leadership support for Session and the committees of Session, the Board of Deacons and/or other organizations in the church
8. Provide generally understood ministerial services
9. Be creative with responsibilities and opportunities

AS TIME ALLOWS

1. Assist in leading Mt. Hope's ordered ministry and the congregation in reaching out into the community and in performing its ministry of healing and reconciliation.
2. Be available as a resource person for groups of the church

The Session and Deacons have agreed to support and encourage the Temporary Pastor by:

- Working faithfully with the Temporary Pastor. Communicating regularly with the Temporary Pastor about pastoral concerns and needs within the congregation, issues in the life of the church and personal & institutional difficulties that need to be addressed
- Continuing to do the work of the ordered ministries, and complete other responsibilities of the ordered ministries
- Assisting the Temporary Pastor in accomplishing the responsibilities and duties listed elsewhere
- Providing adequate part-time minimum salary expectations as required by the Presbytery

Performance Evaluation : Will be conducted every 6 months by the Personnel Committee

From Universal

- Serve as moderator of session
- Provide for worship & pastoral leadership
- Lead services of worship
- Serve and work as head of staff
- Call on sick & homebound
- Guide the church forward

COMPENSATION AND HOUSING:

Minimum Effective Salary	\$51846
Housing Type <i>(Select One)</i>	Housing Allowance

REFERENCES (2 Required)

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.

Reference Name:	Rev. David Carlisle
E-mail	davidhcarlisle@gmail.com
Phone	724-309-8098
Relation	Retired Pastor, Current Moderator @ Mt. Hope

Reference Name:	Rev. Steve Bomely
E-mail	bomelysb@yahoo.com
Phone	412-370-9172
Relation	Retired Pastor, Current Moderator @ Universal

Session/Search Committee/PNC Contact Person:

Name:	Universal	Mt. Hope
E-mail	Marilyn Pagane (Recording)	Alyce J. Duffus
Phone	Spudqueen155@aol.com	ajduffus@comcast.net
Relation	412-795-5932	412-793-8326

Commission on Ministry Contact:

Name:	Lora Bethea
E-mail:	ljazzzbo@aol.com

Presbytery Staff Contact:

Name:	Rev. Brian Wallace
E-mail	bwallace@pghpresbytery.org
Phone	412-323-1402