

Pittsburgh Presbytery
Non-Installed Ministry Posting

The Non-Installed Ministry Posting is required for us by the Commission on Ministry for use when congregations are searching for Covenant, Interim, and Temporary Pastoral Positions

Ministry Information

Ministry ID (Pin#)	02434
Ministry Name	Interim Pastor
Mailing Address	Union Church of Robinson Township
City, State, and Zip	McKees Rocks PA 15136
Telephone Number	412-787-1818
Fax Number	412-787-8126
E-mail Address	info@unionpresbychurch.org (general email)
Website	www.unionpresbychurch.org
Current Membership	405
Average Worship Attendance	125 in person due to Covid and stream live to 60
Church School Attendance	15
Church School Curriculum	Orange Curriculum

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

American Indian or Alaska Native	
Asian	
Black or African American (African Native, Caribbean)	1%
Hispanic Latino/Lantina, Spanish	1%
Middle Eastern	1%
Native Hawaiian or Other Pacific Islander	1%
White	96%
Other	

Community Type	Suburban
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Clerk of Session Contact Information

Name	Constance Rippole (Connie)
Preferred E-mail	crippole@hotmail.com
Phone Number	412-266-0970

Position Information:

Position Type <i>(Choose One)</i>	Interim Pastor
Position Title <i>(Examples: Solo Pastor, Associate Pastor, Interim Pastor, etc.)</i>	Interim Pastor (Head of Staff)
Position Tier/Hours <i>(Choose One)</i>	Tier 1 (Full-Time)
Is this a shared ministry position? If so, please list the congregations	No
Language Requirements	N/A

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
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.
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
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
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.
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.
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.
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

Narrative Questions

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

In response to the gospel, we will love God, love one another, and love the world by making disciples of Jesus Christ. "In response to the gospel" At Union church the gospel will be prized and proclaimed as we invite all people to a life-long journey of gospel transformation. God is the initiator. We are the recipients of his loving and merciful action. Specifically, God has provided everything necessary for us to be made right with God through the sacrificial death and resurrection of his son, Jesus Christ.

"Loving God...loving one another". At Union Church we will love God by worshipping him with passionate, wholehearted expressions of praise. Clearly, this is a matter of first priority in our lives personally and in the corporate life of God's people. As a result of God's loving initiatives, we will also love one another through life-changing discipleship and seek to demonstrate that love by nurturing an environment of growth and life-transformation.

"Love the world by making disciples of Jesus Christ." At Union church we will urgently and actively spread the good news "gospel" of Jesus Christ through words and deeds from Robinson, PA to the very ends of the earth. There are many things wrong with the church in North America today. But one of the most damaging is that it is not producing authentic and loving disciples of Jesus Christ. As a result, the church is not appealing, and Christianity is not appealing because Christians are not appealing. The mission of Union Church is to make authentic and loving disciples through the power of God - through wide gospel expansion and deep gospel impact.

Brief describe your congregation and it's vision for ministry.

Union church is a historic congregation (over 200 years old) experiencing a season of spiritual renewal as we go deeper and deeper in the gospel "good news" of Jesus Christ. Although we have a long history of worshiping and strong ministry presence in Robinson Township, we are undergoing a transformation from traditional mainline church to a missional and gospel-centered community of faith focused on building mature disciples of Jesus Christ, even as we fulfill the rest of His Great Commandment and Great Commission. We continue to dream of new ways we can become more intentional and effective in creating a place where all of God's children are welcomed home, forgiven, and loved by our Heavenly Father. We are a community in process, a place in transition and people on the way. We sense God is doing a new work in and through us, and we look forward to embodying God's reign of grace and reconciliation. After all, we endeavor to be a gospel people.

For what specific tasks, assignments, and programs areas will this person have responsibility? (Please see Appendix B for sample lists)

1. Serve as moderator of the session and congregation, upon appointment by the presbytery
2. Lead worship and preach at regular and special worship services, providing for substitute preachers when necessary
3. Officiate at sacraments, weddings, and funerals
4. Assist the congregation in the interim tasks of:
 - celebrating the church's history
 - strengthening and continuing ties with presbytery, synod and GA
 - leading the church to a renewed vision for their future
 - providing for smooth transition of congregational leadership
 - preparing for the welcoming of the new pastor
5. Pray for the congregation
6. Serve as head of staff
7. Provide administrative leadership
8. Be available as a resource person for any person/area.

COMPENSATION AND HOUSING:

Minimum Effective Salary	BOP Participation, total package \$54,982.20
Housing Type (<i>Select One</i>)	Housing Allowance

REFERENCES:

Reference Name:	Anthony Savatt
E-mail	Absav290@gmail.com
Phone	412-818-9691
Relation	COM Advocate for Union Church

Reference Name:	Rev. Thomas Ribar
E-mail	tribar@outlook.com
Phone	412-977-9454
Relation	Associate Pastor of Youth and Families (currently)

Session/Search Committee/PNC Contact Person:

Name:	Constance Rippole (Connie)
E-mail	crippole@hotmail.com
Phone	412-266-0970
Relation	Clerk of Session

Commission on Ministry Contact:

Name:	Anthony Savatt
E-mail	Absav290@gmail.com
Phone	412-818-9691

Presbytery Staff Contact:

Name:	Ralph Lowe
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Phone	412-323-1400

Appendix A: LEADERSHIP COMPETENCIES

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.
	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.	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.	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		
	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.	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

<p>Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.</p>	<p>Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.</p>
<p>Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.</p>	<p>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.</p>
<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>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.</p>
<p>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.</p>	

INTERPERSONAL ENGAGEMENT

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

Appendix B: Sample lists of responsibilities for a Pastoral Position

Interim Pastor:

1. Serve as moderator of the session and congregation, upon appointment by the presbytery
2. Lead worship and preach at regular and special worship services, providing for substitute preachers when necessary
3. Officiate at sacraments, weddings, and funerals
4. Assist the congregation in the interim tasks of:
 - celebrating the church's history
 - strengthening and continuing ties with presbytery, synod and GA
 - leading the church to a renewed vision for their future
 - providing for smooth transition of congregational leadership
 - preparing for the welcoming of the new pastor
5. Pray for the congregation
6. Serve as head of staff
7. Provide administrative leadership
8. Be available as a resource person for: *(the church school, youth organizations and other church groups may be specifically named here)*
9. Lead the congregation in reaching out into the community and in performing its ministry of healing and reconciliation
10. Call on the sick and home bound
11. Provide leadership to the boards of deacons and trustees and/or other organizations in the church (such as preschool or day care of the church, etc.)