



**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 15072

Ministry Name Unity Presbyterian Church

Mailing Address 1146 Greentree Road

City Pittsburgh State PA Zip Code 15220

Telephone Number (412) 561-2431 Fax Number SAME as telephone

Email No church email address

Web site www.unitypresbyterianchurch.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 140 (pre-COVID)



Church School Attendance Our last reported attendance in 2020 was 47 students and 8 teachers

Church School Curriculum NA

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.

 1 American Indian or Alaska Native
 2 Asian
 2 Black or African American (African Native, Caribbean)
 0 Hispanic Latino/Latina, Spanish
 5 Middle Eastern
 0 Native Hawaiian or Other Pacific Islander
291 White
Other _____

Presbytery Pittsburgh Synod Synod of the Trinity

Community Type (select one)

_____ College _____ Rural XXX Suburban
_____ Small City _____ Town _____ Urban
_____ Village _____ Recreation _____ Retirement
_____ N/A

Clerk of Session Contact Information:

Name Pamela Frost

Address 1912 Elmbrook Lane

City Pittsburgh State PA Zip Code 15243

Preferred Phone (412) 279-1473 Alternate Phone NA

E-mail pfrost@unitypresbyterianchurch.org FAX (412) 561-2431



***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>
10 years	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)
	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) Pastor

***Employment Status**

XXX Full Time _____ Part Time _____ Open to Either
 _____ Bi-vocational (able to provide employment through outside partnership)

Is this a yoked congregation? XX No _____ Yes

(If yes, please complete the Yoked Congregation Detail Form.)

Clergy Couple (Are you open to a clergy couple?) Yes _____ No XX

Certification/Training (check below the desired certification or training needed for the position):

Interim/Transitional Ministry Training	_____	Interim Executive Presbyter Training	_____
Certified Christian Educator	_____	Certified Business Administrator	_____
Certified Conflict Mediator	_____	Clinical Pastoral Education Training	_____
Other	_____		

Language Requirements

<u>XX</u> English	_____ Spanish	_____ Korean	_____ French
_____ Arabic	_____ Armenian	_____ Creole	_____ Portuguese
_____ Japanese	_____ Russian	_____ Swahili	_____ Burmese
_____ Cambodian	_____ Indonesian	_____ Laotian	_____ Thai
_____ Vietnamese	_____ Taiwanese	_____ Cantonese	_____ Mandarin Chinese
_____ Twi	_____ Sign Language	_____ Other	

Statement of Faith Required XXX Yes _____ No

Mission Statement

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

***Mission:** To foster a Christian community of disciples, where everyone can experience a meaningful connection with God by worshipping God gratefully, exploring God's will faithfully, expressing God's love actively through fellowship and service.*



NARRATIVE QUESTIONS

(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)

What is the congregation's or organization's vision for ministry? *Our Vision Statement is: "Serving God, Loving all".* Additionally describe how this vision is lived out. *Our **Guiding Principles** are: **Inclusive**- offer diverse, creative, and age-appropriate opportunities for worship, learning, fellowship and service, allowing each of us to develop and respond to our relationship with God; **Respectful**- recognize that each person is a precious child of God, and provide a secure and comfortable environment that celebrates our commonalities and differences; **Responsible**- listen closely to understand the needs of our community and identify ways that we can responsibly use our resources to make a positive impact; **Prayerful**- use scripture, theology, and prayer to guide our decisions about the life of our church and our community.*

- 1.** How do you feel called to reach out to address the emerging needs of your community or constituency? God has given us a natural geographical mission field by placing Unity in our current community. We address first the immediate and emerging needs of this constituency. However, we know that God calls individuals to specific ministries and missions beyond our community. We fully support those missions that align with scripture and the Unity Mission Statement.
- 2.** How will this position help you to reach your vision and mission goals? *By providing spiritual leadership and direction through a ministry of preaching, teaching, pastoral care and administering the sacraments to enable congregational members to identify and respond to God's call for their lives.*
- 3.** Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization. *A prospective candidate for Senior Pastor of Unity Presbyterian Church should be a seasoned minister of the gospel of Jesus Christ, a person with a demonstrated certainty of their calling as a Pastor. This person will view the Pastorate as a ministry, not a profession, and will be able to clearly explain the purpose and priorities of their calling.*



4. For what specific tasks, assignments, and programs areas will this person have responsibility? *Presently, the Senior Pastor has the following general tasks, assignments, programs, and areas of responsibility:*

- *Leadership of all regular and special worship services including administration of the sacraments.*
- *As Head of Staff, the Senior Pastor presently supervises 6 employees and is responsible for implementing church administration duties and policies.*
- *Responsible for meeting pastoral care needs of the church and its members.*
- *To represent the church at Presbytery functions and in community work.*
- *Leadership and direction in working with the Church Council, Deacons, the Staff, various committees, and sponsored ministries and groups.*
- *Leadership in planning for the future of the church.*
- *Responsibility for and personally involved in the church's educational program for communicants.*
- *Available to perform additional assignments as requested by the Presbytery or the Council.*
- *The Senior Pastor will comport himself/herself in a manner consistent with the religious, social, moral, and ethical standards of the Church, and in compliance with all laws of the State of Pennsylvania.*

These specific tasks, assignments, and programs may be modified under new leadership to match changing ministry needs and leadership experience and capabilities.

OPTIONAL LINKS

Provide below any links to online information that may help call seekers understand your congregation or organization. (e.g. *organization or community websites, online newsletters, demographic information*) Please note the CLC system does not warehouse links. (Limit characters to 500)

www.unitypresbyterianchurch.org

Our Facebook page may be visited @unitypresbyterianchurch

Our weekly services may be viewed on YouTube



*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 X	Preaching and Worship Leadership: Is a consistently effective preacher and worship leader; 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.	X 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		
	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.)
X X	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.	X X	Change Agent – having the ability to lead a 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.		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.	X X	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.
X X	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.
	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.	X X	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 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		



strengths and limitations of others.		
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>X X</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>X X</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>		

***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 \$ 52,364.00 with a manse

We are also open to negotiating a salary without the manse.

***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 Christian 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

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: Ron Brusce mi

Phone Numbers: (412) 559-7560

Relation: Congregation member and former Facilities Manager

E-mail: ronandchris21@verizon.net

Name: Robert Faust

Phone Numbers: (412) 559-6742

Relation: Congregation member and member of former Dormont Presbyterian Church that merged with Unity

E-mail: drbob1971@verizon.net

Name: Eunice Nasri

Phone Numbers: (412) 344-1913

Relation: Congregation member, former Council, former Chair of Personnel Committee.



E-mail: nasriwe@aol.com

Name: Chris Franceschina

Phone Numbers: (412) 977-7313

Relation: Congregation member, Council Member, husband and father with young children.

E-mail: chris.franceschina@gmail.com

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

Name Don Scorzafave

Address _____

City _____ State _____ Zip Code _____

Preferred Phone 412/418-2607

Alternate Phone _____

E-mail Address for PNC Communications (required): scorzafave@thinkcgc.com

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee Don Scorzafave Date 1/27

Signature

Clerk of Session Pamela Frost Date 1/27

Signature

Presbytery Ralph Lowe Date 1/27

Signature