

## MINISTRY INFORMATION FORM

Ministry Name South Side Presbyterian Church  
Mailing Address S 20<sup>th</sup> and Sarah St. 1926 Sarah St.  
City Pittsburgh State PA Zip Code 15203  
Telephone Number 412-431-0118 Fax Number N/A  
Email sspcsec22@gmail.com  
Web site www.southsidechurchpittsburgh.org

**Congregation or Organization Size(Select one)**  Under 100 members

**Average Worship Attendance** 16

**Church School Attendance** 6

**Church School Curriculum** Bibles, various other books & resources.

**Ethnic Composition Of Congregation (in whole %):**

*Enter the percentage of each racial ethnic component of your congregation.*

American Indian or Alaska Native

Asian

1% Black or African American (African Native, Caribbean)

Hispanic Latino/Latina, Spanish

Middle Eastern

Native Hawaiian or Other Pacific Islander

99% White

Other \_\_\_\_\_

Presbytery Pittsburgh Synod Synod of the Trinity

**Community Type (select one)**  Urban

**Clerk of Session Contact Information:**

Name Carol Ladebue

Address 3806 Frazier St.

City Pittsburgh State PA Zip Code 15213

Preferred Phone 412-431-0118 Alternate Phone \_\_\_\_\_

E-mail sspcsec22@gmail.com FAX \_\_\_\_\_

**\*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)
	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
X No Experience	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:        Part Time, Tier 5, 10-12 Hours

Clergy Couple (Are you open to a clergy couple?) Yes  No \_\_\_\_\_

Language Requirements: English

Statement of Faith Required        Yes         No

---

### Mission Statement

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

We are a church of Jesus Christ, a caring, intentionally inclusive community of sisters and brothers in Christ, alive and reaching out by His Spirit to share God's love, help, and hope with the world and each other in concrete ways. We seek to be an authentic, unpretentious community of Jesus and a safe place where all are welcomed and all find ways to learn, grow, and serve others. Our unity in our human diversity is essential both for our own personal growth and as a faithful witness to our often alienated, divided world; we see our differences of background, perspectives, race, ethnicity, sexual orientations, vocations, economics, and neighborhoods of residence as blessings to encourage our mutual growth and capacity to love in this world. Gifted to love others, we aim to reach and welcome any more people of the South Side and South Pittsburgh into the Church family to be enlivened with God's present and transforming love, healing, and guidance.

As a seeking, spiritual, and serving Church, we rely on Christ and the Spirit to lead and empower us. We are historic (1851!) but also a Church transformed and always transforming, witnessing to Christ's great renewing power to lead us through anything. We serve our neighborhood and city in varied ways and work cooperatively with other groups. For our nation, world, and the natural environment, we proclaim and work for faith, justice, environmental wellness, and peace.

## NARRATIVE QUESTIONS

*(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.

With God's love moving us outward, we not only love and serve one another, we aim to promote the well-being of all. Our building is also a community center. We extend to others friendship, help, and community ministries; and we work in partnerships with local groups, like the Brashear Association, South Pittsburgh Coalition for Peace, South Side Planning Forum of all local neighborhood groups, and more.

We welcome all for worship services, study groups, community youth group, women's support group, and Open Mic, help people with food, bill payment assistance, personal contacts building relationships, encouragement, and prayer. Our "God is Love" 2021 campaign reached out with *that* good news countering the views that churches are judgmental, racist, homophobic, sexist, mean.

As a community center, we fixed up more building spaces for Brashear Association (a social service organization) to have their one South Side site in our building, with case workers and others assisting residents. We also house numerous other life-building / saving groups, like AA, basketball, etc., and aim to welcome more.

In sync with our neighborhood's rich history and architecture preservation, our building has city historic designation and shows the world that God can take something old and dilapidated – and make something new, beautiful, and useful out of it! God can do that with us humans too – take us, even old or beat up, and re-make us into something new, beautiful, and useful for the blessing of the world and each other! This is especially helpful to residents as we seek renewal / recreation moving past Covid.

2. How do you feel called to reach out to address the emerging needs of your community or constituency?

Moving out of Covid and having stopped most of our weekday gatherings and changed worship format, this is a time for re-creation of how we do things and what we do, which is a great opportunity for a new pastor. We are open to finding new ways and ministries, and here's what we currently think:

Continue reaching out with personal contacts, handouts, mailings, and ads to meet more people, build relationships, and invite to the welcome of Christ and people in Church.  
Continue to offer food and other material assistance as well as caring and prayer.

Build up our relationship with the Brashear Association, whose South Side site is in our building, supporting and helping, perhaps find blessings to do together.

Work with the South Side Planning Forum and its member organizations to help deal with the challenges facing South Side uniquely; work also with South Pittsburgh Coalition for Peace to reduce gun and other violence locally and encourage healthy, spiritual development.

Find more groups or possibly start-up businesses to call home in our building, including the gym.

Provide a weekly study (of Bible or life issue) / fellowship and publicize.

Develop our own members' leadership abilities, encourage discipleship mentoring group, and pray for more to hear and accept God's calling to serve as ruling elders.

Pray!

**3. How will this position help you to reach your vision and mission goals?**

A pastor is essential to lead us in worshipping God together, sharing inspired messages, and praying to encourage, energize, equip, and teach or remind us of Jesus 'calling, teachings, and presence in this time and place. This is so important especially as we seek to be re-created moving past Covid, which has changed us and our social reality. This is an exciting time also since we have just recently made great strides in becoming a neighborhood community center with the welcome into our newly prepared offices for the Brashear Association South Side site. The pastor is key to coordinating the varied efforts of the Church body, to leading the session, and to also meeting with our deacon's board. She or he would be an important ally with the Brashear Association and perhaps choose to participate in the South Side Planning Forum as well as the South Pittsburgh Coalition for Peace. There are opportunities here to serve locally to help the South Side neighborhood find and make improvements, to help the cause of racial justice, and representing Christ and the Church as peacemakers in current social divisions. We would greatly benefit from the pastor's offerings to educate us as well, whether for elders, deacons, new members or anyone!

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

We think our pastor would need to be a person of sincere and deep faith and spirituality, called to both personal evangelism and social / racial / environmental justice, compassionate and grace-filled, eager to serve with people of all colors and backgrounds, flexible, creative, able to laugh at themselves, serious but playful too, and prayerful.

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

Plan and lead Sunday worship services (involving lay assistants when Covid-safe), including administering the sacraments.

Moderate the session, lead in session education, lead in discerning God's will for mission and ministry and planning accordingly, and work with the treasurer to prepare an annual budget for session consideration and

approval. Either lead New Members classes or assist the session to plan to do these. Meet with committees of session also.

Meet with the Deacons board and assist in the flow of the meetings as needed.

Teach new elders and deacons when elected to prepare them for serving.

Provide pastoral care to members and other participants. Lead services in witness to the resurrection when needed. Counsel with couples and officiate marriage services.

Be welcoming to the Brashear Association case manager and staff on site in our building and open a line of communication with their director. Be open to the Church growing this partnership further.

Pray for and with the congregation, the neighborhood(s), and the world.

Get to know the South Side neighborhood and try to meet residents. (Perhaps the pastor would like to become part of the South Side Planning Forum and the South Pittsburgh Coalition for Peace, but this is not a requirement).

**\*LEADERSHIP COMPETENCIES**

(Select 10 leadership competencies from the list below that are required for the position.)

<b>THEOLOGICAL/SPIRITUAL INTERPRETER</b>	
X	<b>Compassionate</b> – 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.
X	<b>Hopeful</b> – 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	<b>Preaching and Worship Leadership:</b> 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	<b>Spiritual Maturity:</b> 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.
X	<b>Lifelong Learner</b> – 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	<b>Teacher</b> – 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.
<b>COMMUNICATION</b>	
X	<b>Communicator</b> - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.
X	<b>Bilingual</b> – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
X	<b>Public Communicator</b> - 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	<b>Media Communicator:</b> Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
X	<b>Technologically Savvy</b> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.
<b>ORGANIZATIONAL LEADERSHIP</b>	
X	<b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.
X	<b>Change Agent</b> – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.
X	<b>Contextualization</b> – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.
X	<b>Culturally Proficient</b> – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
X	<b>Externally Aware</b> - identifies and keeps informed
X	<b>Entrepreneurial</b> - leaders that are creative in using resources;

	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.		identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.
	<b>Risk Taker</b> – 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.		<b>Task Manager</b> - 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.
	<b>Willingness to Engage Conflict:</b> 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.	X	<b>Decision Making:</b> 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.
	<b>Organizational Agility:</b> 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.		<b>Strategy and Vision:</b> 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.
	<b>Financial Manager</b> – 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.		<b>Funds Developer</b> – 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	<b>Collaboration:</b> 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.		
<b>INTERPERSONAL ENGAGEMENT</b>			
X	<b>Interpersonal Engagement</b> - 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.		<b>Bridge Builder</b> – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.
	<b>Motivator</b> - 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.		<b>Personal Resilience:</b> 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><b>Initiative:</b> 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><b>Flexibility</b> - 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><b>Self Differentiation:</b> 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 \$ 20,000

Housing Type   X   Housing Allowance

**\*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?

  X   Yes

**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 Susan Wadsworth-Booth

Address 1139 Jackson St. Pittsburgh, PA 15221

Phone Numbers 412-626-4461

Relation Former member & elder & former South Side resident

E-mail swb2314@verizon.net

Name Frederick Winkler

Address 113 Quincy Ave. Pittsburgh, PA 15210

Phone Numbers 412-431-7201 or 412-780-6677

Relation Frequent attender and volunteer in varieties of service

E-mail winklerfm@aol.com

Name Eric Harrison

Address 1591 Pinehurst Dr. Pittsburgh, PA 15241

Phone Numbers 412-221-6797

Relation Chairs Pittsburgh Presbytery's Presbyterian Men which especially aims to assist churches with their building maintenance; they took interest in our Church's navigating of urban ministry and an historic building, and they assisted us as well.

**\* Mid-council Search Committee Chairperson:**

Name Ralph Lowe, Director of Justice Ministries

Pittsburgh Presbytery

[rlowe@pghpresbytery.org](mailto:rlowe@pghpresbytery.org)