

**BALDWIN UNITED PRESBYTERIAN CHURCH
MIF PASTOR SEARCH APPLICATION**

Ministry Information

Ministry Name	Baldwin United Presbyterian Church
Mailing Address	201 Knoedler Road
City, State, and Zip	Pittsburgh, PA 15236
Telephone Number	412-653-3043
Fax Number	
E-mail Address	margiebupc@verizon.net
Website	www.baldwinupchurch.org
Current Membership	51
Average Worship Attendance	23
Church School Attendance	2
Church School Curriculum	Loving

Ethnic Composition of the Congregation

American Indian or Alaska Native	
Asian	
Black or African American (African Native, Caribbean)	5%
Hispanic Latino/Lantina, Spanish	
Middle Eastern	
Native Hawaiian or Other Pacific Islander	
White	95%
Other	

Community Type	Suburban
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Clerk of Session Contact Information

Name	Darlene Degenhardt
Preferred E-mail	darlenedegenhardt@aol.com
Phone Number	412-884-2679

Position Information

Position Type	Covenant Pastor
Position Title	Solo Pastor
Position Tier/Hours	Tier 2 (32-36 Hrs/Week)
Is this a shared ministry position?	No
Language Requirements	English

Competencies/Skills

Competency/Skill	Definition
Communicator	Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.
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.
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.
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.

1. What is the congregation's vision for ministry? How is the vision lived out?

At Baldwin United Presbyterian Church (BUPC), “We Live to Praise, Honor, and Glorify God” is the mission statement of our core identity and our primary purpose. Like the four pillars that stand at the entry of our Sanctuary, these four ideas stand as reminders of who we are and who we will be. God is the center and focus of all we are.

“Growing Disciples, Changing Lives. . . Yesterday, Today, and Tomorrow” is the vision statement of what we believe God is calling us to be and do in the future. It honors our founders, who aspired to be a church for those who were not here yet. It also challenges us to be bold stewards of the future by growing in our own discipleship even as we invite others to grow with us. When we seek to make a difference in the lives of others, we change ourselves as people of God.

BUPC aspires to grow larger, attract younger members and families, get members more involved in church activities and continue to give back to our community. We aim to continue to lead by example by doing our best each day. We strive to provide inspiring church services and worship music that provide a feeling of fulfillment.

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

Baldwin United Presbyterian Church welcomes all who are looking for a church home. BUPC is a small, aging congregation called to reach out to our aging members, provide Christian education, bible study to adults and youth, and create an environment to attract new members of all ages. We encourage the youth to participate in church activities. The neighborhood community is welcoming to a diverse population of multiple ethnic backgrounds. BUPC engages in its own mission activities, but also serves with multiple mission-oriented partnerships within the local community, helping facilitate greater outreach with groups such as South Hills Interfaith Movement which provides a food pantry twice a month to our low income community; and Alcoholics Anonymous which holds weekly meetings to those seeking help with addiction. BUPC is a loving and accepting church proclaiming God's word.

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

The new pastor will be a teaching elder, counselor, nurturer, decision-maker, motivator, and emphasize our ongoing commitment to honor and glorify God and implement the Word. With an aging congregation, BUPC needs a pastor to guide us through the next phase of recruiting new members while ministering to the older members. The pastor will provide enlightening and encouraging sermons. The pastoral care involves ministering to persons, in both congregation and community, who are distressed, disadvantaged, and providing links to essential social services as needed. In support of BUPC's community outreach role, the pastor must be willing and able to communicate with the diverse communities of faith. Also, as part of the church's ministries, the pastor shall attend and interact with the congregation's social activities.

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

BUPC is looking for a spiritually mature pastor who possesses strong faith, rooted in Scripture. A pastor who is humble, honest and an inspiring worship leader. The pastor should be an effective communicator, able to lead with integrity and strength, and able to offers guidance with grace and compassion. Inter-personal engagement is essential to educating the congregation and achieving fellowship. Organizational and computer skills are very important to bring God's Word to the congregation and the community. Someone willing to honor tradition, while looking to build new traditions. They must have the ability to lead and create a vision for the future. The pastor should have an ability to innovate new programs and ministry activities. Guide us as we seek to ensure our discipleship in the community in the way of Jesus Christ.

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

The responsibilities of the new pastor will be to preach to inspire and guide the congregation towards spiritual growth. We seek a pastor who will provide pastoral care and participate in various church events. The pastor will moderate all Session meetings and work with ruling elders to shape the church's vision and mission and help manage the church's finances, building and programs. Coordinate with the Music Director the worship service hymns. Lead bible study classes. Officiate at weddings, funerals and baptism. Assist in facilitating the church bulletin, announcements, newsletter, website and annual report. Promote fellowship and outreach ministries.

COMPENSATION AND HOUSING

Minimum Effective Salary	\$42,244
Housing Type	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. Dr. Robert Walkup
E-mail	walkupmrsc@aol.com
Phone	412-819-0925
Relation	Former Pastor

Reference Name:	Beverly Thomassy
E-mail	athomassy@comcast.net
Phone	412-884-9128
Relation	Former Administrative Assistant

Session/Search Committee/PNC Contact Person

Reference Name:	Diane McGreevy
E-mail	dianemcgreevy@verizon.net
Phone	412-638-8546
Relation	Elder/PNC Chairperson

Commission on Ministry Contact:

Name:	Judy Shipley
E-mail	j.shipley.j17@gmail.com
Phone	412-952-5183

Presbytery Staff Contact

Name:	Rev. Louise Rogers
E-mail	lrogers@pghpresbytery.org
Phone	412-323-1404

Covenant Pastor:

1. Serve as Moderator of the Session, upon approval by Presbytery
2. Provide for worship and pastoral leadership
3. Lead services of worship, including communion, baptism, marriage and funerals
4. Pray for the congregation
5. In partnership with the Session, the Covenant Pastor shall engage in the work of discerning and casting vision for the congregation's ministry
6. Serve as Head of Staff
7. Perform administrative duties, work with the other church staff guided by their job descriptions and/or personnel manual, and assist in congregational communication through publications and through personal contact
8. Provide leadership support for the committees of the Session
9. Be available as a resource person for youth groups and members of the congregation
10. Lead the congregation in reaching out into the community and in performing its ministry of healing and reconciliation
11. Call on the sick and home bound
12. Provide leadership to the Trustees and other organizations in the church