

**Pittsburgh Presbytery
Non-Installed Ministry Posting**

Ministry Information

Ministry ID (Pin#)	08183
Ministry Name	First Presbyterian Church of Pittsburgh
Mailing Address	320 Sixth Avenue
City, State, and Zip	Pittsburgh, PA, 15222
Telephone Number	412-471-3436
Fax Number	412-471-3865
E-mail Address	info@fpcp.org
Website	Fpcp.org
Current Membership	196
Average Worship Attendance	130
Church School Attendance	Children – 6; Adults – 15-20
Church School Curriculum	Children – Faith Alive – Dwell; Adults – Video “The Chosen”

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

American Indian or Alaska Native	0
Asian	1%
Black or African American (African Native, Caribbean)	8%
Hispanic Latino/Lantina, Spanish	3%
Middle Eastern	1%
Native Hawaiian or Other Pacific Islander	0
White	86%
Other	1%

Community Type	Urban
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Clerk of Session Contact Information

Name	Philip Swann
Preferred E-mail	Pcsst5@francis.edu
Phone Number	724-713-7400

Position Information:

Position Type	Interim Pastor
Position Title	Interim Senior Pastor
Position Tier/Hours	Tier 1 (Full-Time)
Is this a shared ministry position?	No
Language Requirements	English

Competencies

Competency/Skill	Definition
Compassionate	Having the ability to suffer with others; being motivated by others pain and is called into action as advocate; caring for others while concurrently keeping the congregational goals clearly in focus.
Preaching and Worship Leadership	Consistently effective and inspirational preacher and worship leader; able to a clear and consistent message through sermons that are carefully prepared; 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.
Communicator	Advances the abilities of individuals and the church through active listening supported with meaningful oral and written presentation of information.
Advisor	Able to counsel and guide members and friends of the congregation; provide coaching.
Transition Facilitator	Ability to lead the congregation through the change process successfully.
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.
Funds Developer	Maintains the ability to solicit donations used to fund the budget of the congregation; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the congregation's contact list.
Interpersonal Engagement	Displays a consistent ability to build solid relationships of trust and respect inside and outside of the congregation; engage people, congregations, 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.
Initiative	Demonstrates ambition is highly motivated; is action oriented and full of energy for things seen as challenging.

Narrative Questions

What is your congregation’s or congregation’s Mission Statement? “Transforming Pittsburgh by awakening a new generation to life in Christ.”
Briefly your congregation and it’s vision for ministry. First Presbyterian Church of Pittsburgh is a dynamic, transforming congregation where all are welcome, lives are changed, and the Gospel of Jesus Christ is lived and proclaimed in the city and around the world. We believe Jesus is Lord; the Bible is God’s Word and we live out our faith in the world. We are a congregation that reaches out with compassion and love that is Christ-centered. We celebrate the message of Jesus Christ through studying the Word and vibrant worship. We invite people in to enjoy the beauty of our building where the Holy Spirit is present. We recognize that we are all broken but beautifully and individually created by God. We minister to all with the love, grace and truth of Jesus Christ.
For what specific tasks, assignments, and programs areas will this person have responsibility? <i>(Please see Appendix B for sample lists)</i>
Serve as moderator of the Session and congregation, upon appointment by the presbytery.
Officiate at sacraments, weddings, and funerals.
Assist the congregation in the interim tasks of: <ul style="list-style-type: none"> • Celebrating the church’s history • Strengthening and continuing ties with presbytery, synod and GA • Providing for smooth transition of congregational leadership • Preparing for the welcoming of the new pastor
Pray for the congregation.
Serve as head of staff.
Provide administrative leadership.
Reach out into the community and in performing its ministry of healing and reconciliation.
Call on the sick and homebound.
Provide leadership to the officers of the church as needed.

COMPENSATION AND HOUSING:

Minimum Effective Salary	\$84,135.00
Housing Type	Housing Allowance

REFERENCES (2 Required)

Reference Name:	Rev. Dr. Stuart Broberg
E-mail	stubroberg@aol.com
Phone	412-760-8027
Relation	Former Interim pastor and friend of the congregation

Reference Name:	Don Dawson
E-mail	dawsondon@gmail.com
Phone	724-494-0915
Relation	Friend of the congregation

Reference Name:	Sheldon Sorge
E-mail	Sheldon54@gmail.com
Phone	412-722-7256
Relation	Former General Minister of Pgh Presbytery and friend of the congregation

Session/Search Committee/PNC Contact Person:

Name:	Philip Swann
E-mail	pcsst5@francis.edu
Phone	724-713-7400
Relation	Elder – Interim Team

Commission on Ministry Contact:

Name:	Rev. Charissa Howe
E-mail	rev.charissa.howe@gmail.com
Phone	412-908-2778

Presbytery Staff Contact:

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

Appendix A: LEADERSHIP COMPETENCIES

THEOLOGICAL/SPIRITUAL INTERPRETER	
<p>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 congregational goals clearly in focus.</p>	<p>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.</p>
<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>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/congregation context.</p>
COMMUNICATION	
<p>Communicator - Advances the abilities of individuals and the congregations through active listening supported with meaningful oral and written presentation of information.</p>	<p>Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.</p>
<p>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.</p>	<p>Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)</p>
<p>Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.</p>	
CONGREGATIONAL LEADERSHIP	
<p>Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other congregations.</p>	<p>Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/congregation’s vision and mission.</p>

	Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or congregation.		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 congregation; 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.		Task Manager - Assures that effective controls are developed and maintained to ensure the integrity of the congregation; 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.
	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.
	Congregational Agility: Is astute about how congregations and/or congregations 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.		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 congregational 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 congregation; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the congregation's contact list; prepares statement of planned activities and enlists support for mission initiatives.
	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			
	Interpersonal Engagement - Displays a consistent ability to build solid relationships of trust and respect inside and outside of the congregation; engage people, congregations, 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.		Bridge Builder – possessing a certain responsibility for the unity of the congregation and or congregation; works to connect people of different cultures, worldviews, and theological positions.

<p>Motivator - Creates and sustains an congregational 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>	

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 congregations 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 congregations in the church (such as preschool or day care of the church, etc.)