



Church Leadership Connection

Connecting | Discerning | Calling

## Ministry General Information

Ministry Name	Presbytery	Synod
Community PC of Ben Avon Presbyterian Church	Pittsburgh	The Trinity
Email	Preferred Phone	Website Address
Cpcbapnc@gmail.com	412-761-1233	www.CPCBA.org
Mailing Address	Alternate Phone/Email	Community Type
7501 Church Ave, Pittsburgh, PA 15202		Suburban
Congregation or Organization Size	Curriculum	Average Worship Attendance
101-250 members	Self designed	95
Church School Attendance		
15		
Intercultural Composition		
White: 98%, Asian/Pacific Islander/South Asian: 1%, Black/African American/African: 1%		

## Information about the Position

### Position Requirements

Position Type(s)	Language Requirements
Solo Pastor: Installed	English
Experience Required	Statement of Faith required?
2 to 5 Years	Yes

Employment Status

Are you open to a clergy couple?

Full-time

No

## Ministry Requirements

### Church Mission/Vision Statement

At Community Presbyterian Church of Ben Avon, a vibrant, inclusive 112-year-old church, our mission is to bring Christ to our community and to bring our community to Christ. We are a Matthew 25 church, where we accept the challenge from Jesus to take our faith into our communities and the world. We believe we are called to live out our true discipleship by acting boldly and compassionately to serve people who are hungry, oppressed, imprisoned, or poor. Because we believe we are all made in God's image, we proudly support racial justice and equality, and we are a LGBTQ affirming church. We joyfully share this vision and invite you to come as you are, find the joy and inspiration you seek, and become the person you were created to be.

### Tasks, expectations, duties, supervision, assignments, and responsibilities for the position

Study, teach, and preach the Word of God to inspire and cultivate spiritual growth and Christian discipleship.

- Support the mission, calling, spirituality, invitation, and beliefs of CPCBA.
- Lead the church to a renewed vision for the future
- Serve as Head of Staff and conduct staff meetings. Directly supervise: Director of Faith Formation; Director of Music/Organist; Administrative Assistants, and Custodians.
- Oversee administrative duties and work with church staff guided by their job descriptions.
- Assist in congregational publications and through personal contact.
- Serve as Moderator of the Session and attend committee meetings as needed or requested.
- Take an active participation in Worship Committee.
- Act as a counselor for different situations such as pre-marriage, baptism, confirmation, end-of-life, and difficult life circumstances.
- Lead services of worship including communion, baptism, marriage, and funerals.
- Interpret and apply scripture to life situations and guide others in the exploration of biblical truth and wisdom.
- Pray for and with the congregation. Call on the sick and homebound.
- Be available as a resource person for Deacons, Wooden Ladder Preschool, Bible Study, and Small Groups.

- Represent the church in the community and in the Presbytery.
- Attend continuing education programs for spiritual and professional growth, and personal health.
- Demonstrate spiritual maturity and vibrant faith, and a willingness to share faith with others.

## Compensation & Housing

Minimum Effective Salary

64400

Housing Type

Housing allowance

## MDP - Narratives

How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

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As a Matthew 25 church, we have adopted Matthew 25 program goals: 1) build congregational vitality; 2) dismantle structural racism, and 3) eradicate systemic poverty. While we have many programs that ease the effects of poverty in the local community (highlighted throughout the MDP), and there is broad congregational support for these efforts, we have struggled to gain traction in pursuing the broader socioeconomic goals of the Matthew 25 vision.

In addition, a recent congregational survey yielded 4 priorities for future ministry at CPCBA: 1) Grow church membership; 2) Attract families to our church 3) Expand ministries that serve those living on the margins of society and broken by life circumstances, and 4) Build partnerships that revitalize our community and others nearby. As you see, there is some overlap between the Matthew 25 goals and the congregation's priorities, and there are also some disparities.

All of this points to a need for a pastor who can help us refine and streamline our vision and goals, maximize our abilities and assets, and begin to live out our faith beyond the ways we have traditionally done so. One of our greatest congregational strengths is genuine concern for the marginalized; there is great interest in, and willingness to, engage in work surrounding this issue. We seek a pastor who can help us focus that energy into efforts that will have more sustained impact, in our congregation, in our community, and in the wider world.

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

Our church is in the heart of charming Ben Avon, PA which is located along the Ohio River, six miles northwest of downtown Pittsburgh. It is a vibrant, relatively affluent, walkable neighborhood, built in the past and restored for the future. Ben Avon is part of the Avonworth School District, a small but growing district attracting young professionals with growing families. Through our calling we engage locally through many outreach activities such as:

- Wooden Ladder Preschool (Sponsored by CPCBA)
- Bible Studies
- Youth and book clubs
- Stephen ministry
- A men's fellowship on Saturday mornings
- Home meals provided for the sick and shut-in
- Welcoming and affirming of the LGBTQ+ community

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- Support for certified, professional Christian counseling
- Support for local men's and women's shelters

In addition to friends right outside our church door, we consider the "North Side" of Pittsburgh our focus on our Matthew 25 efforts. This area of Pittsburgh has all sorts of socioeconomic challenges. We align with these mission partners (links provided later in this document):

- The Center of Bellvue
- Foundation of Hope
- HEARTH
- North Hills Community Outreach
- Northside Common Ministries
- Backpack programs providing school supplies for needy students
- World Vision
- Community Theatre Players

Our objectives are simple: to help others, and in so doing, be living proof of God's love.

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

CPCBA is full of people with strong spiritual gifts, and we seek a pastor who will recognize these talents and empower us to further our mission. The called person will guide the Session committees that take care of the physical building and our spiritual life. He/she will inspire the Directors of Music and Faith Formation and the Worship Committee to create spiritual experiences, musical and in study, for all ages. The new pastor will be a guiding hand to deal with diverse challenges such as a broken boiler or a pandemic. He/she will collaborate with the Finance and Generosity committees to ensure the funds can support our plans. He/she will work with the Nominating committee to keep the leadership stable but also fresh, encouraging new faces to serve. The new pastor should have an entrepreneurial mindset, leveraging technology with the Communications committee. And finally, he/she will support the Deacons who are the welcoming face of our church. CPCBA is a devoted congregation with encouraging growth trends and an aging, but enthusiastic population. Given our rich history, we expect our new pastor to partner both with other churches and local organizations. We will look to the pastor to help us become more outwardly focused. A new pastor should be able to herd our many friendly cats

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

and provide more focus.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

CPCBA seeks an ordained pastor who will enthusiastically teach and preach the Word of God. We seek a pastor who can interpret scripture and deliver inspirational sermons that will help us follow Jesus and bring spiritual vitality to our church. We seek a leader who will join us on our path to bringing Christ to our community and our community to Christ. Our pastor will be a welcoming presence in the church and beyond, encouraging all to "Come as you are". The pastor will be a willing listener, strong in relationship building and able to bring consensus on key issues. We're looking for a person who enjoys sharing time and passion for ministry. We are a Matthew 25 church and we seek to reach people on the margins of society. We need a pastor to lead us in developing relationships that will help to strengthen our neighborhood and communities nearby. We seek a leader who can help us execute our vision and plans, one who can inspire us into action. A pastor who will guide us into broader areas of ministry. We want our actions to attract people to our church and lead them to join us in our faith journey. Our pastor must be a strong administrator, mediator, and team builder.

What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

As previously mentioned, the Pastor at CPCBA serves as the Head of Staff. The Pastor should ensure that the work of the staff and volunteers support the church's mission.

CPCBA's programming varies based on the needs of the congregation and the community, but yearly events like the jazz festival, Trunk-or-Treat, and Thanksgiving luncheon are always favorites. The Pastor should be present and assist with these events as needed. CPCBA also attends local events like Pittsburgh Pride to share the love of Christ. The Pastor at CPCBA should be willing to get involved in events within the church walls and out in the community. CPCBA has undergone a lot change over the years. A detailed history of CPCBA can be found on our website. Recently, our Transformation Campaign was launched with a goal to raise money and to use the funds to

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focus on initiatives that were created after years of thoughtful discussion and planning. Our 3 initiatives include: Inside Out (transforming church property to be more welcomign/inviting), Beyond Sunday (developing opportunities to grown in faith outside of Sunday worship), and Building for our Future (maintaining and moderninzing our church facility). We hope that our future pastor will motivate the congregation to continue our progress on this campaign.

## Optional Links

Community Presbyterian Church  
of Ben Avon - Church  
Website - <https://www.cpcba.org/>

Hill by the River  
Podcast - Podcast about the  
ministry of

## References

### Reference #1

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### Reference #2

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## Self-Referral Contact Information

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