



**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](http://www.pcusa.org/clc)**

### MINISTRY INFORMATION FORM

Ministry ID

Ministry Name - **Bethany Presbyterian Church**

Mailing Address - **740 Washington Avenue**

City - **Bridgeville** State - **PA** Zip Code - **15017**

Telephone Number - **412-221-5132** Fax Number - **412-220-9107**

Email - **[office@bethanypresby.org](mailto:office@bethanypresby.org)**

Web site - **[bethanypresby.org](http://bethanypresby.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** All Services: 170 (8AM - 50, 10AM - 120)

**Church School Attendance** 70 students and 17 teachers

**Church School Curriculum** – Bible in Life by David C. Cook

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.

- American Indian or Alaska Native
- 1% Asian
- 2% Black or African American (African Native, Caribbean)
- 1% Hispanic Latino/Latina, Spanish
- Middle Eastern
- Native Hawaiian or Other Pacific Islander
- 96% White
- Other \_\_\_\_\_

Presbytery - Pittsburgh Presbytery - Synod of the Trinity

**Community Type (select one)**

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

**Clerk of Session Contact Information:**

Name Rebecca Price  
Address 227 Tech Road  
City Pittsburgh State PA Zip Code 15205  
Preferred Phone 412-427-5941 Alternate Phone 412-221-5132  
E-mail clerk@bethanypresby.org 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)**

<b>Years of Experience</b>	<b>Position Type</b>	<b>Years of Experience</b>	<b>Position Type</b>
	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)
First ordained call	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) \_\_\_\_\_

**\*Employment Status**

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

**Is this a yoked congregation?**  No                      \_\_\_\_\_ Yes

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

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

**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**

<input checked="" type="checkbox"/> 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**     Yes                      \_\_\_\_\_ No

**Mission Statement**

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

- To trust in Jesus
- Love like Jesus
- Grow in Jesus
- Bring others to Jesus

## 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.**

We are committed to being an "Acts 2" church in spirit and practice, a church that is:

- Transformational: touching hearts and changing lives for Jesus Christ in the practical daily life and for eternity.
- Inspirational: asking the Holy spirit to permeate our life together and empower our ministry.
- Educational: growing in the knowledge and love of Jesus Christ and His way.
- Missional: serving with a Kingdom vision for Bridgeville, the South Hills, Pittsburgh and the world.

We will shape our ministry and direct our efforts and prayers to this end. We will develop and practice ministry that is not busywork but Kingdom work, not institutional maintenance but transformational, not for ourselves but for Christ and his Kingdom. We acknowledge that our church - the people and programs, facilities and finances - are not ours but God's. We are here to praise, honor and serve our Lord.

We will work to build disciples, who know and love Jesus Christ; who are growing in his love; who are practicing it in their giving, living, and serving; who are praising him in worship; and who are sharing Him with others.

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

For over 200 years Bethany Presbyterian Church has served Bridgeville, surrounding areas, and the world. With a fleet of loving volunteers, we practice our mission to "love like Jesus" by supporting community families in crisis, encouraging over 300 children in the Upward Program, and serving numerous families through Food Bank Distribution.

Our mission to "bring others to Jesus" is fulfilled through utilizing our facility to reach others by hosting the Bridgeville Area Food Bank, Boy Scouts, Locking Arms Ministry, MOPS, Golden Oldies, AA, and many other groups. Children and youth activities open to the community where we share God's love, including BYG (Bethany Youth Group), Kids Night Out, Upward, Vacation Bible School. Members of the church are given the opportunity to "grow in Jesus" through Bible Studies, Men's and Women's groups, Youth ministry and Children's ministries. Our congregation has walked with families growing in their own faith; this includes both multi-generational families as well as newer families who found a loving home at Bethany. Serving the community (Rebuilding Together Pittsburgh and Helping Hands) and serving the world (Malawi Partnership and Haiti child sponsorship) provides an opportunity to "trust in Jesus". Our members trust Jesus to guide them and those they are helping while they are in a new or unfamiliar situation. We regularly pray in and around our community through planned Prayer Walks, focusing us on the needs and blessings around us. We pride ourselves in being a community church, a beacon of light to those around us, and a place where people from all walks of life feel welcome.

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

As a generalist, our Associate Pastor (A.P.) will have a hand in all aspects of our church life, helping our congregation to better live together and care for one another as a church family. Our A.P. will work with our Deacons and other volunteers to equip them for congregational care as well as personally contributing time to pastoral care and visitation.

We seek an associate pastor with spiritual and practical gifts to:

- Encourage us to collaborate with each other and draw upon the strengths and talents of each person
- Demonstrate a passion for others coming to Christ, serving Christ and growing in Christ as His disciples
- Hunger for and have the ability to interpret, preach and teach the scriptures with inspirational, challenging and thought provoking ideas that will fill us with the spirit to desire and build a deeper relationship with Jesus Christ
- Communicate the vision and values of the church through our mission and ministry
- Inspire us to be open and receptive to new ideas and ways to lead others to Christ
- Develop a deeper prayer life

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

The candidate should have a resounding love for and trust in Jesus as well as a passion for others to come to Christ. One goal for the candidate in this position is to help grow disciples and develop volunteers who will mobilize others. It is crucial that this person demonstrates personal integrity and has the ability to relate to persons of all ages and backgrounds. He or she must care for people, be welcoming, supportive and compassionate; and love the core values that Bethany stands for.

The candidate should:

- Exhibit a personal and growing relationship with Jesus and a teachable spirit
- Collaborate with staff
- Delegate by training workers for the ministry
- Maintain open communications, be transparent and authentic
- Willingness to collaborate within the leadership/structure of the church
- Bring initiatives to successful conclusions
- Engaging teacher, with a strong biblical and theological background
- Self-motivated leader
- Exhibit organizational and administrative qualities
- Enthusiastic and passionate

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

- Work with the Deacons to help them fulfill their charge from Session
- Collaborate with Sr Pastor & Music Director in planning & reviewing worship service, including preaching 10-15 times per year as called upon by the Pastor
- Assist in worship leadership
- Perform baptisms, weddings, funerals as needed
- Lead Bible studies, book groups and adult Sunday school classes
- Work collegially as part of the staff and participate in weekly staff meetings
- Moderate session when Sr Pastor is away
- Collaborate with 2-3 Session Teams and encourage congregational participation in session team initiatives
- Provide pastoral care to the congregation, including hospital and home visitation in partnership with the Sr Pastor and pastoral care team

## \*LEADERSHIP COMPETENCIES

Domain	Competency	Definition
<b>Personal relationship with God</b>	Faithfulness	Demonstrates a vibrant and compelling relationship with God in Christ; responds to the power of the Holy Spirit in daily life; is obedient to Christ's mission to go and make disciples
	Resilience	Handles disappointment and rejection while maintaining effectiveness; recovers easily from adversity; adapts behavior effectively to respond to change; draws on God's presence to revitalize the spirit
<b>Personal Character</b>	Integrity	Adheres to Godly values in personal and professional life
	Leading Change	Drives the change efforts of the church
<b>Leadership</b>	Loving the Congregation	Loves, understands, and leads the congregation
	Building Relationships	Uses appropriate interpersonal skills to work effectively with others in the church and in the community; interacts with others in a personable, honest, genuine, and collaborative manner; builds coalitions and partnerships to enhance one's effectiveness as a transformational pastor and to create a missional culture in the church.
<b>Relationship Skills</b>	Engaging Conflict	Keeps Christ and the mission of the church at the forefront when dealing with conflict; seeks reconciliation; helps the congregation effectively move forward in mission
	Decision Making	Identifies problems; analyzes information to draw conclusions; considers alternatives and risks; makes effective judgments with the involvement of others; accepts responsibility for making effective decisions
<b>Organizational Skills</b>	Planning & Organizing	Establishes appropriate procedures to complete work efficiently and effectively
	Motivational Fit	The extent to which the key demands of the call are consistent with personal satisfaction and motivation. A transformational pastor is motivated and driven to live and spread the word of God within and outside of the congregation that he or she serves



**\*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 \$55,595 \_\_\_\_\_

Housing Type \_\_\_\_\_ Manse  
X \_\_\_\_\_ Housing Allowance  
\_\_\_\_\_ Open To Either (Manse or Housing Allowance)  
\_\_\_\_\_ Not Applicable (*For Non-pastoral Positions Only*)

### **\*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?

Yes

No

**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 **Betty Copeland**  
Address **618 Bluff St. Bridgeville, PA 15107**  
Phone Numbers **412-432-8852**  
Relation **Bridgeville Mayor**  
E-mail **mayorcopeland@bridgevilleboro.com**

Name **Eric Gregory**  
Address **270 Maple Ridge Dr. Canonsburg, PA 15317**  
Phone Numbers **Cell: 412-389-3064**  
Relation **Past Ruling Elder**  
E-mail **eagregory1@yahoo.com**

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

Name Alec Heiskell  
Address 548 Washington Avenue Apartment 7  
City Carnegie State PA Zip Code 15106  
Preferred Phone 724-263-0872  
Alternate Phone \_\_\_\_\_  
E-mail Address for PNC Communications (required):  
heiskella@protonmail.com