

**Pittsburgh Presbytery**  
**Non-Installed Ministry Posting**

*The Non-Installed Ministry Posting is required for us by the Commission on Ministry for use when congregations are searching for Covenant, Interim, and Temporary Pastoral Positions*

**Ministry Information**

Ministry Name	Cross Roads Presbyterian Church
Mailing Address	3281 Wexford Road
City, State, and Zip	Gibsonia, PA 15044
Website	www.crossroadsgibsonia.org
Average Worship Attendance	32
Church School Attendance	10
Curriculum	(adult only) varied

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

Prefer not to answer	
Asian/Pacific Islander/South Asian	
Black/African American/African	
Hispanic/Latinx	
Native American/Alaska Native/Indigenous	
Middle Eastern/North African	
White	100.00%
Multiracial	

<b>Community Type</b> <i>(Pick One)</i>	College	Rural	<b><u>Suburban</u></b>
	Small City	Town	Urban
	Village	Recreation	Retirement
	N/A		

**Position Information:**

<p><b>Position Type</b> <i>(Choose One)</i></p>	<p><b><u>Covenant Pastor</u></b> Interim Pastor Temporary Pastor</p>
<p><b>Position Title</b> <i>(Examples: Solo Pastor, Associate Pastor, Interim Pastor, etc.)</i></p>	<p>Part-time</p>
<p><b>Experience Required</b> <i>(Select One)</i></p>	<p>No Experience/First Ordained Call Up to 2 Years 2-5 Years <b><u>5-10 Years</u></b> More than 10 Years</p>
<p><b>Position Tier/Hours</b> <i>(Choose One)</i></p>	<p>Tier 1 (Full-Time) Tier 2 (32-36 Hrs/week) Tier 3 (24-27 Hrs/week) <b><u>Tier 3B (20-22 Hrs/week)</u></b> Tier 4 (16-18 Hrs/week) Tier 5 (10-12 Hrs/week)</p>
<p><b>Interim/Transitional Ministry Training Required?</b></p>	<p>Yes <b><u>No</u></b></p>
<p><b>Is this a shared ministry position?</b> If so, please list the congregations</p>	<p>Could be</p>
<p><b>Language Requirements</b></p>	<p><b><u>English</u></b> Spanish Korean Other:</p>
<p><b>Statement of Faith Required?</b></p>	<p><b><u>Yes</u></b> No</p>
<p><b>Are you Open to a Clergy Couple?</b></p>	<p>Yes <b><u>No</u></b></p>
<p><b>Application Deadline (if applicable)</b></p>	

**Competencies/Skills** *(Please identify and describe at least five but no more than seven competencies that are important to fulfill the responsibilities of this position. You are encouraged to use the sample competencies listed in Appendix A of this document)*

<b>Competency/Skill</b>	<b>Definition</b>
Good Communicator	Meaningful Sermons
Values Tradition	Able to understand and relate to an older congregation
Problem Solver	Maintains Status Quo – Attracts new families Understands current electronic age and how to utilize social platforms
Visionary	Outreach to senior communities and local organizations.
Teacher	Encourage learning

**Narrative Questions** *(Please keep your responses to the following questions to 1500 characters, counting spaces or less)*

**What is your congregation's or organization's Mission/Vision Statement?**

**Our Mission:** Love God, Love Neighbors, Grow Disciples.

**Our Vision:** As Christian believers, we gather for worship in the strength of the Holy Spirit. We teach the Gospel of Jesus Christ by ministering in His name to the needs of those in our community, seeking the transformation of people's lives, and equipping them to reach out to the larger world for the sake of the glory of God.

**Tasks, expectations, duties, supervision, assignments, and responsibilities for the position** *(Please see Appendix B for sample lists)*

- **Provide for worship and pastoral leadership.**
- **Serve and Moderator of the Session, upon approval by Presbytery. Provide leadership support for the committees of Session.**
- **Lead services of worship, including Communion, Baptism, marriage and funerals.**
- **Pray for and visit with the congregation.**
- **In partnership with the Session, the Pastor shall engage in the work on discerning and casting the vision for the congregation's ministry.**
- **Serve as head of staff.**
- **Be available as a resource person for the various local organizations that utilize the church's property, StemSteps (Kindergarten) and Meals on Wheels.**

**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?**

We are an older committed and traditional congregation. Our building is a resource for an outside kindergarten and Meals on Wheels. We have an active mission program, partnering with several local and international people and organizations.

**COMPENSATION AND HOUSING:**

<b>Minimum Effective Salary</b>	For 2024, Tier 3B "Total Cost" is \$39,710
<b>Housing Type</b> ( <i>Select One</i> )	<b>Housing Allowance</b> Manse Open to Either N/A
<b>Benefits</b> <i>For Tiers 1, 2 and 3 select "full".</i> <b><i>For tier 3b, select partial</i></b> <i>For tiers 4-5, select none</i>	Full (Pastor's Participation or Minister's Choice) <b><u>Partial (Minister's Choice)</u></b> None

**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. Stephen Cramer
E-mail	revscramer@gmail.com
Phone	724-272-2186
Relation	Former Pastor of Cross Roads Presbyterian Church, now retired.

Reference Name:	Frank Lemmon
E-mail	franksnova1@gmail.com
Phone	412-600-9074
Relation	Treasurer and Head of Finance Committee of Cross Roads Presbyterian Church

**To apply, please submit your PDP (Personal Discernment Profile) via e-mail to**

Name:	Patty Baylor
E-mail:	pattybaylor@gmail.com
Phone:	724-713-2413
Role:	Session Member, head of PNC

**Commission on Ministry Contact:**

Name:	Rev. Ralph Lowe
E-mail	rlowe@pghpresbytery.org
Phone	412/323-1403

**Presbytery Staff Contact:**

Name:	Rev. Ralph Lowe
E-mail	rlowe@pghpresbytery.org
Phone	412/323-1403

## Appendix A: Competencies

<b>Good Listener:</b> Expresses concentration in a conversation by being attentive, making good eye contact and not interrupting other, showing interest and showing empathy for what is being said.
<b>Good Communicator:</b> Analyzes their audience before talking to them, adjusting to different circumstances and audiences, so to make each individual feel as they are speaking to them.
<b>Leads Change:</b> Can communicate the observations they make when identifying weaknesses within ministry, themselves or the community in a wise and discerning way, explaining their vision and responding why and what kind of change is required.
<b>Values Tradition:</b> Embraces the humanity and Christian principles from the values, stories and objectives passed through generations, using Reformed Theology as their root of principles and vision, using traditions in worship or ministry as a means of comfort and belonging.
<b>Mentoring:</b> Takes time to examine the task, needs and capabilities of the situation and people, choosing the best way to respond to each one by assessing their approach to lead a team, and shares their plans with the members of the team.
<b>Problem Solver:</b> Self motivated individual that takes the initiative to start and finish a task given, while working towards a goal, so they can enjoy the rewards of solving a problem.
<b>Learner:</b> Values their experience in life, they continue their education, builds on strengths and seeks assistance to develop the weak traits.
<b>Teacher:</b> Creates learning opportunities for active participants and as a collaborative way, by designing lesson plans that teach concepts, facts and theology.
<b>Adaptable:</b> Thrives in challenges with humility and vulnerability, recognizing that asking for help makes them better at their job and surrounding themselves with people that can be smarter at different things.
<b>Empathetic:</b> Contributes intentionally to the happiness and wellbeing of others, by having genuine interest in seeing others thrive, providing honest and genuine feedback and acknowledging relationships.
<b>Self-Aware:</b> Recognizes how their emotions affect their performance, their inner resources, abilities and limits, and are honest in their positive and negative biases, and own strengths and weaknesses.
<b>Socially Aware:</b> Sees the differences in society as values for ministry and recognizes the strengths and weaknesses in each by studying, talking and involving themselves in the discussion of issues.
<b>Organizational Manager:</b> Communicates goals and expectations clearly, delegating onto others certain tasks they acknowledge to have a better result and is able to plan, prioritizing and studying the capabilities of the organization financially or in human resource
<b>Visionary:</b> Defines roles clearly in an interdependent environment forming trust form others in their future planning, goal setting/defining and finds the means along the way to produce a vision with creative work and play.

## **Appendix B: Sample lists of responsibilities for a Pastoral Position**

*(These samples are provided by the Commission on Ministry. In consultation with your COM Representatives and Presbytery Staff, you're encouraged you adjust these lists to match your specific mission and ministry needs. As a general rule, these sample descriptions are meant for Solo or Pastor/Head of Staff Positions. **Items shown in bold** are required tasks for all full-time and part-time Pastors)*

### **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**, 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: *(the church school, youth organizations and other church groups may be specifically named here)*
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 Board of Deacons and Trustees and/or other organizations in the church (such as Nursery or Day Care of the church, etc.) Specific organizations may be named here