



**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**

MINISTRY INFORMATION FORM

Ministry ID 8134

Ministry Name Bethany Presbyterian Church

Mailing Address 740 Washington Ave

City Bridgeville _____ State PA _____ Zip Code 15017

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

Email office@bethanypresby.org

Web site 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 350 _____

Church School Attendance 150 _____

Church School Curriculum Group.com _____



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 | X _____ Suburban |
| _____ Small City | _____ Town | _____ Urban |
| _____ Village | _____ Recreation | _____ Retirement |
| _____ N/A | | |

Clerk of Session Contact Information:

Name Rebecca Price

Address 116 Walker Ridge Road

City Presto State PA Zip Code 15142

Preferred Phone 412-427-5941 Alternate Phone 412-319-7913

E-mail rap284@comcast.net 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)**

<u>Years of Experience</u>	<u>Position Type</u>	<u>Years of Experience</u>	<u>Position Type</u>
	Solo Pastor		General Assembly Staff
	Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff)		Church Business Administrator
7 years or more	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)
	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) Senior Pastor, Head of Staff

***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	<input type="checkbox"/>	Interim Executive Presbyterian Training	<input type="checkbox"/>
Certified Christian Educator	<input type="checkbox"/>	Certified Business Administrator	<input type="checkbox"/>
Certified Conflict Mediator	<input type="checkbox"/>	Clinical Pastoral Education Training	<input type="checkbox"/>
Other	_____		

Language Requirements

<input checked="" type="checkbox"/> English	<input type="checkbox"/> Spanish	<input type="checkbox"/> Korean	<input type="checkbox"/> French
<input type="checkbox"/> Arabic	<input type="checkbox"/> Armenian	<input type="checkbox"/> Creole	<input type="checkbox"/> Portuguese
<input type="checkbox"/> Japanese	<input type="checkbox"/> Russian	<input type="checkbox"/> Swahili	<input type="checkbox"/> Burmese
<input type="checkbox"/> Cambodian	<input type="checkbox"/> Indonesian	<input type="checkbox"/> Laotian	<input type="checkbox"/> Thai
<input type="checkbox"/> Vietnamese	<input type="checkbox"/> Taiwanese	<input type="checkbox"/> Cantonese	<input type="checkbox"/> Mandarin Chinese
<input type="checkbox"/> Twi	<input type="checkbox"/> Sign Language	<input type="checkbox"/> 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 in Bridgeville, the South Hills, Pittsburgh and the world

We shape our ministry and direct our efforts and prayer to this end. We 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, 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.

The ministry of our Church responds to many theological issues in society and our own congregation. The sovereignty of the triune God, authority of Scripture, and justification by grace alone through Jesus Christ are reflected in weekly Bible Studies, preaching, music and Christian education. The sanctity of marriage between a man and a woman is stated in our Confessing Church document.

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

For over 200 years Bethany has served Bridgeville, surrounding areas and the world. We strive to be a community church - a beacon of light to those around us and a place where a diverse population will feel welcome.



We fulfill our mission to **love like Jesus** by supporting community families in crisis, hosting a community food bank, ministering to a local home for boys, and supporting a Fellowship of Prayer that unites members dedicated to praying for the needs of other members and the community.

Our mission to **bring others to Jesus** is fulfilled by hosting events and programs that bring the community into our facility and allowing us to witness to non-members. We enthusiastically support many local, regional, and worldwide mission trips that allow our people to spread the good news of Jesus.

We foster opportunities to **grow in Jesus** through vibrant weekly family worship, adult and youth Sunday School, men's and women's groups, Bible study groups, and youth and children ministries, including an Upward basketball and cheerleading program. Our congregation has walked with families growing in their own faith including both multi-generational families and newer families who found a loving home at Bethany.

We **trust in Jesus** to lead us when we take on new and "risky" endeavors such as Living Waters of the World, and the current hiring of a communication coordinator. These experiences take us outside of our comfort zone and compel us to rely on God's guidance and wisdom.

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

To grow and sustain, Bethany needs a senior pastor who has a hunger for, and 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.

This individual must be able to identify the individual strengths and talents of our members and encourage them to get, or stay, engaged and collaborate with others within the congregation. We are seeking someone who will take the time to care and learn about the members of our Bethany family, and with this knowledge be equipped to understand the formal and informal channels within the congregation to advance changes that may be needed.

As we are trying to understand the implications of societal changes surrounding us, we look toward leadership that will develop and help guide the execution of a scripture-based strategy and vision. They will possess communication skills that will allow them to gain acceptance and/or understanding when existing norms are challenged.



We are a congregation committed to serving the needs of those who are broken by life's circumstances. It is essential that our new senior pastor has the passion to continue this outreach and further support the efforts of our members in this important ministry.

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

In an age of declining belief and declining affiliation with organized religious organizations, we wish to more effectively engage our community to better understand the needs and the desires of those who seek Christ and of those who do not yet know that they seek Him.

We also need to respect the traditions and practices of the past that have served us so well for the past 200 years and mean so much to our membership. We need to move into the future with a firm understanding of what makes Bethany such a special place for so many dedicated members and friends.

Bethany is seeking to call a passionate, Christ-centered leader with the capabilities to lead us into the future. We recognize that the world around us has changed drastically in recent years and the practices and methods of the past need to be reevaluated and adjusted going forward to ensure the long-term viability and relevance of our church.

To fulfill this vision, we need a leader who:

Is passionately Christ-centered and is securely grounded in the foundation of the primacy of Scripture and in the tenants of the reformed faith.

Is an effective communicator who can explain complex topics in a relatable and compelling manner.

Is a strategic visionary and change-agent who can persuade and motivate the congregation to make the necessary changes to thrive in the new world.

Has the ability to discern and appreciate the culture of the church and to preserve the characteristics and the qualities that make us unique.



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

Lead and inspire Session, Deacons, and congregation in the development and effective operation of a wide range of program activities - recruiting, motivating, and training youth and adult leadership. Help Session and the congregation to discern God's will for this church. Challenge the membership to be all they can be in service to Christ. Has primary oversight of the programs and activities of the congregation and acts as the primary staff person who works with the Nominating Committee.

Provide pastoral care for members. Perform ceremonies as requested and according to presbytery practices.

Provide biblically based preaching and teaching. Direct and coordinate the work of the Director of Music to meet worship needs.

Direct and coordinate the work of program and support staff. Administer Bethany's programing by leading, directing, and supervising numerous teams of volunteers. Moderate all meetings of Session and congregational meetings. Be a mentor to pastoral staff and congregants. Lead staff meetings on a regular basis. Conduct performance appraisal for all staff.

Work with other churches and community leaders to support each other and the community. Assist Session in developing programs for the congregation and for Christians in the metropolitan Pittsburgh area. Provide active leadership to Session and congregation in developing programs that will enable Bethany to grow in mission. Continue and strengthen Bethany's relationship with diverse churches in the area. Serve appropriately on Presbytery level.



OPTIONAL LINKS

Provide below any links to online information that may help call seekers understand your congregation or organization. (e.g. *organization or community websites, online newsletters, demographic information*) Please note the CLC system does not warehouse links. (Limit characters to 500)

alleghenycounty.us

bridgevilleboro.com

southfayettepa.com

scott-twp.com

cvsd.net

southfayette.org

[Visit Pittsburgh](#)

[Laurel Highlands](#)

[Visit PA](#)

[Washington County](#)

[Best Place to Live](#)

[Theater and More](#)

[Things to Do](#)

[Carnegie Museums](#)

[Pittsburgh Day Trips](#)

[Pittsburgh Magazine](#)

[Food Destination](#)

[Pittsburgh Outdoors](#)



***LEADERSHIP COMPETENCIES**

(Select 10 leadership competencies from the list below that are required for the position.)

THEOLOGICAL/SPIRITUAL INTERPRETER		
X	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.	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.
X	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.	X
	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.	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/organization context.
COMMUNICATION		
X	Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.	Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
	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.	Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	
ORGANIZATIONAL LEADERSHIP		



X	Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.	Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.
	Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.	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 organization; 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 organization; 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.
X	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.
X	Organizational Agility: Is astute about how congregations and/or organizations 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 organizational 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 organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives.
X	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		
X	Interpersonal Engagement - Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, 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 organization; works to connect people of different cultures, worldviews, and theological positions.
X	Motivator - Creates and sustains an organizational 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.	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
	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.	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.
	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.	

***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 \$70,000 _____

Maximum **Effective** Salary \$95,000

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	Eric Gregory
Address	
Phone Numbers	412-389-3064
Relation	Long-time Member and current Auditor of the Church
E-mail	eagregory1@yahoo.com

Name	Mayor Betty Copeland
Address	618 Bluff Street, Bridgeville, PA 15017
Phone Numbers	412-432-8852
Relation	Mayor of Bridgeville and Friend of the Church
E-mail	



Name _____ Rev. Robbie Ytterberg
Address _____ 1070 Hooper Ave, Toms River, NJ 08753
Phone Numbers _____ 512-963-2667
Relation _____ Former Associate Pastor of Discipleship
E-mail _____ robbie@pctr.org

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

Name _____ Bob Julius _____
Address _____ 7053 Highland Creek Drive _____
City _____ Bridgeville _____ State _____ PA _____ Zip Code _____ 15017 _____
Preferred Phone _____ 724-263-2232 _____
Alternate Phone _____
E-mail Address for PNC Communications (required): _____ pnc@bethanypresby.org _____

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Presbytery _____ Date _____
Signature

Lead and inspire Session, Deacons, and congregation in the development and operation of a wide range of program activities - recruiting, motivating, and training youth and adult leadership. Help Session and the congregation to discern God's will for this church. Challenge the membership to be all they can be in service to Christ. Has primary oversight of the programs and activities of the congregation and acts as the primary staff person who works with the Nominating Committee.



Provide pastoral care for members. Perform ceremonies as requested and according to presbytery practices.

Provide biblically based preaching and teaching. Direct and coordinate the work of the Director of Music to meet worship needs.

Direct and coordinate the work of program and support staff. Administer Bethany's programming by leading, directing, and supervising numerous teams of volunteers. Moderate all Session and congregational meetings. Be a mentor to pastoral staff and congregants. Lead staff meetings on a regular basis. Conduct performance appraisal for all staff.

Work with other church and community leaders to support each other and the community. Assist Session to develop programs for the congregation and Christians in the metropolitan Pittsburgh area. Provide active leadership to Session and congregation in developing programs that will enable Bethany to grow in mission. Continue and strengthen Bethany's relationship with diverse churches in the area. Serve appropriately on Presbytery level.