



**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 08673 _____
Ministry Name NorthPark Presbyterian Church _____
Mailing Address 9555 North Central Expressway _____
City ___Dallas_____ State ___TX_____ Zip Code 75231 _____
Telephone Number ___214-363-5457_____ Fax Number _____
Email _____
Web site www.northpark.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 _____ 191 _____



***Select below the position to be filled and the minimal number of years of experience require**
(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
5-10 years	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) _____

***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?

"NorthPark is a Christian community welcoming seekers, thinkers and doers."

At NorthPark Presbyterian, we are a people serious about following God without taking ourselves too seriously. We span a wide theological and political spectrum, celebrating differing points of view while finding our unity in Christ.



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.

The Vision for NorthPark Presbyterian Church is to be a faith-filled, loving and welcoming Christian community of **seekers, thinkers, and doers** who strive to live out God's love for all people.

As Seekers – We are unified in celebrating God's love yet open to a wide range of perspectives on how love is expressed. We are called to explore the diversity within our congregation as well as the communities in which we live. Our church has members from across the world, including a Thai worshipping community as well as individuals from various African countries. The diversity of our congregation is expressed in our worship, music and missions.

As Thinkers – We appreciate and look to be challenged in our understanding of the Bible and God's callings for us. Our members come from a wide range of faith histories and we seek to create an environment that explores differing views and perspectives. When complex and divisive world events occur, we are known to open our doors for town-hall meetings with our Muslim and Jewish neighbors.

As Doers – We believe that we are called to be in service to those in need. NPPC is known for a grassroots approach to missions and support more than 15 agencies locally and worldwide. We provide food to the hungry through homegrown tomatoes from our SoulFood Greenhouse and collections from our Reverse Food Truck. We serve the Alzheimer community through Casa da Vida and comfort cancer patients through our Pillow Ministry.

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

During each service we charge each other "Go out into the world in peace. Love the Lord your God with all your heart, with all your soul, and with all your mind. And love your neighbor as yourself."



We answer this call by providing mission and fellowship opportunities for all ages and abilities. For instance:

- We feed the hungry. We collected and distributed over 20,000 lbs. of food last year with our Reverse Food Truck and hydroponically grew over 18,000 lbs. of tomatoes from our SoulFood Greenhouse.
- We offer a weekly respite program, Casa da Vida, for caregivers of loved ones diagnosed with dementia/Alzheimer's.
- We serve the wider community during the Annual All Church Mission Trip by providing home improvements (e.g. wheelchair ramps) to those in need and renovations at community centers.
- We share Christ's teaching through the partnership with our Day School Program serving 189 children and their families.
- We celebrate God's love through music. Uncle Calvin's Coffee House brings music lovers from different backgrounds together for monthly fellowship through music.
- We come from across the DFW metroplex to participate in small group bible studies, women's circles, mission activities and sharing fellowship together during dinners and church gatherings.
- We connect with and support every member through a network of 13 Parishes and Deacons who build relationships and care for their specific members with love and concern through prayer, letters and meals.

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

NorthPark Presbyterian Church (NPPC) is a faithful congregation recently strengthened through adversity and ready to begin a new chapter. We are a tight knit community seeking a new Pastor who can: **inspire** us through biblical teaching, **motivate** us with compassion for others and **guide** us with a vision for the future.

Inspire - We are looking for a pastor whose Sunday morning worship and teaching rejuvenates and energizes us. We need a pastor who values and can incorporate the power of music into the services and life of the church. We want a pastor who can minister to a congregation with many different backgrounds and ages and someone who comforts the weary while building up the strong.

Motivate - We are a mission-minded church with numerous ways for congregants to respond to God's call for the care of others. We look to our new pastor to not only support our mission out-reach personally but also to encourage and challenge others to use their time and talents to serve our neighbors in need.

Guide - We see great potential for growth and need a Pastor who will look for unique ways to draw in young families, singles and all who seek a community of faith. While we are steeped in tradition, we



are open to change and accepting of new ideas. We are looking for someone who can collaborate with us to plan for and achieve a bright future.

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

NorthPark's new Pastor will be a/an:

Spiritual Leader - Our pastor will deliver sermons and lead worship in a way that fills us spiritually and inspires and challenges us intellectually. Our pastor will be an effective communicator in small or large settings and will create a comfortable environment for robust dialogue and exploration. We are a congregation that enjoys discussing and learning about the Bible and seek a pastor with the spiritual maturity who can teach and facilitate discussions that feed our minds and hearts.

Bridge Builder - Our pastor will be compassionate, empathetic and motivated to help individuals and groups in need. She/he will have the capacity to build strong collaborative relationships within and outside the church and will role model as well as teach others how to work through conflict and differences of opinion in a humble and yet courageous manner.

Engagement Catalyst – Our pastor will recognize and trust the talent within the staff and church membership and will work to harness the individual and collective capabilities of NPPC. She/he will work with Session, Deacons and congregants to create an environment where individuals are inspired to contribute to their fullest. Our Pastor will facilitate open dialogue, problem solving and decision-making on issues key to the church. She/he will encourage the membership to discern a vision for the churches future that is inspiring, engaging and can serve as a catalyst for continued growth.

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

Responsibilities include:

- Plan and lead worship, focused on preaching engaging and inspiring sermons
- Administer holy sacraments and officiate at weddings / funerals
- Partner with Dir of Music to ensure that music continues to play a central role in church services and events
- Plan and moderate Session meetings and ensure that Elders and Deacons are trained



- Provide pastoral care to parishioners and support the Diaconate in providing care to the sick and homebound
- Manage and develop staff of 5-8 employees (Dir of Christian Ed, Dir of Mission & Older Adult Programs, Facilities Manager, Membership Coordinator, Communication Coordinator and Dir of Music)
- Work with the Communications Coordinator, committee chairs and staff to ensure timely and relevant information is shared with the congregants leveraging various communication channels (blog, website, text, etc....)
- Work with the Mission Committee, Dir of Mission & Older Adult Programs and leaders of various outreach programs to ensure a continued focus on mission, both through actions and giving
- Partner with outside organizations including Presbytery, ecumenical and community groups and encourage the engagement of our church members with these organizations
- Work with the Christian Education Committee and Dir of Christian Education to maintain and grow a wide range of educational offerings at NPPC
- Partner with the various committee leaders and staff to ensure a well-rounded new member program is delivered

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)

NorthPark Presbyterian Church Website: <http://www.northparkpres.org/>





*LEADERSHIP COMPETENCIES

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

THEOLOGICAL/SPIRITUAL INTERPRETER	
<input checked="" type="checkbox"/> 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.
<input checked="" type="checkbox"/> 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.	<input checked="" type="checkbox"/> 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.
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	
<input checked="" type="checkbox"/> 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	



<p>Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.</p>		<p>Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.</p>
<p>Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.</p>		<p>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.</p>
<p>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.</p>		<p>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.</p>
<p>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.</p>		<p>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.</p>
<p>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.</p>	X	<p>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.</p>
<p>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.</p>	X	<p>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.</p>
<p>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.</p>		<p>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.</p>
<p>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.</p>	X	

INTERPERSONAL ENGAGEMENT



<p><input checked="" type="checkbox"/> 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.</p>	<p>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.</p>
<p><input checked="" type="checkbox"/> 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.</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>	

***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 \$ 90,000 Maximum *Effective* Salary 120,000

Housing Type Manse

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	John Williams

Address	_____
Phone Numbers	work - 903-813-2220 cell 903-821-5916 _____
Relation	Previously attended and engaged with NPPC Youth _____
E-mail	jwilliams@austincollege.edu _____
Name	Rita Odom _____

Address	_____
Phone Numbers	Cell: 830-343-7111 / Home: 830-238-4886

Relation	Former Director of Children’s Education _____
E-mail	ritaeo@yahoo.com _____



Name Frank Ehman _____
Address 1421 Superior Drive in Flower Mound, TX 75028 _____
Phone Numbers [214-529-9409](tel:214-529-9409) _____
Relation Retired minister / COM member / Friend of NPPC _____
E-mail f.c.ehman@gmail.com _____

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

Name Bill Sanderson _____
Address 7326 Danashire Ave _____
City Dallas State TX Zip Code 75231 _____
Preferred Phone 972-699-7592 _____
Alternate Phone NA _____
E-mail Address for PNC Communications (required): wfsanderson@sbcglobal.net

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Presbytery _____ Date _____
Signature