



**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 _____

Ministry Name St. John's Westminster Union Church

Mailing Address 1085 Neeb Rd.

City Cincinnati _____ State Ohio _____ Zip Code 45233

Telephone Number 513-347-4613

Email PNC.SJWUC@yahoo.com _____

Web site www.sjwuc.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 _____ 35 in person; 15 online _____



Church School Attendance 0

Church School Curriculum _____

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
- Asian
- Black or African American (African Native, Caribbean)
- Hispanic Latino/Latina, Spanish
- Middle Eastern
- Native Hawaiian or Other Pacific Islander
- 100% White
- Other _____

Presbytery Cincinnati Synod Covenant

Community Type (select one)

- | | | |
|-------------------------------------|-------------------------------------|--|
| <input type="checkbox"/> College | <input type="checkbox"/> Rural | <input checked="" type="checkbox"/> Suburban |
| <input type="checkbox"/> Small City | <input type="checkbox"/> Town | <input type="checkbox"/> Urban |
| <input type="checkbox"/> Village | <input type="checkbox"/> Recreation | <input type="checkbox"/> Retirement |
| <input type="checkbox"/> N/A | | |

Clerk of Session Contact Information:

Name MaryAnn McMillan

Address 3167 Birchway

City Cincinnati State Ohio Zip Code 45251

Preferred Phone 513-923-4218 Alternate Phone _____

E-mail mamcmillan@zoomtown.com 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>
ANY	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)
	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) **Pastor** _____

***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?

We believe we are called to be the hands and feet of Jesus. We are Committed to His love. We are compassionate, welcoming, and serving.



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.

Together the members of St. John's Westminster Union Church will

Worship the Risen Lord in spirit and in truth by...

- Blending traditional and contemporary forms of celebration with reverence and joy;
- Encouraging participation of the mind, body and spirit.

Proclaim and share the good news of Jesus Christ by...

- Preaching and teaching the Word of God;
- Providing a variety of worship, education and outreach opportunities for all age groups.

Grow in faith and in numbers by...

- Accepting and applying God's word;
- Inviting, welcoming and involving one and all into the life and programs of the church.

Care for each other, whether or not a member by...

- Providing support, comfort and healing;
- Working for peace and social justice to build up our community, nation and world.

Share our time, talents, riches and resources by...

- Participating in the life and work of the church;
- Contributing financially to meet the needs of the church and other Christian missions.

As a family of believers, united in Jesus Christ, seeking to take His command to "Love One Another" seriously:

We will maintain a place and organization through which the Gospel is proclaimed, Christian fellowship is experienced, and spiritual growth can occur.

We will endeavor to be an agent of hope in the community and the world and reach out through prayer, sharing evangelism, education, worship, fellowship, compassion, and prophetic witness.



We will provide our members with motivation, guidance, and experiences necessary to develop individual commitment, to identify personal ministry, and to achieve Christian goals.

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

We believe God is calling us to continue to focus on our community of Delhi and other surrounding neighborhoods. Ministering to children and families is in the hearts of the congregation and the desire to continue ministry via the Learning Center came through in every Table Talk. There was also a theme of deepening the relationship between SJWUC and Delshire Elementary School.

We further believe God is opening our hearts to explore two other possible avenues of ministry.

The first is sparked by the potential remodeling of the Red Brick House to serve as independent living for clients of Hamilton County Department of Developmental Disability Services (DDS). If this proceeds, we will have a wonderful opportunity to learn and grow as a congregation, whether or not it leads to additional ministry.

The second is for us to consider ways of ministering to the aging population in our community, a need identified to us by community leaders. Rather than do this as something separate from our focus on children and families, perhaps we can explore developing intergenerational ministry between children's daycare and adult daycare services.

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

Please see below. We are seeking a solo pastor who will join us in our work within the congregation and into the community, and who will inspire us to work together to clarify the vision and mission as we adapt to a changing world, and community.



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

We are seeking a pastor who considers themselves strong in the following characteristics:

- Someone to provide Preaching and Worship Leadership
- Someone who is Hopeful, and able to inspire hope
- A communicator, skilled in both verbal and written communication
- Someone who is technologically savvy
- Someone with organizational agility
- Someone who collaborates to reach a common goal
- Someone able to make effective decisions
- Someone who has a clear strategy and vision
- Someone who is skilled in interpersonal engagement
- Someone who is flexible

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

As the solo pastor, you will have the following responsibilities. Please refer to these, as well as to the Job Description provided.

- Preaching and Teaching the Word of God
- Moderator of Council/Session
- A participant in our Congregational Life
- Head of Staff: Music Minister, Church Administrative Assistant, Learning Center Director and Assistant Director
- Involvement in a Learning Center with 75 children and 22 staff in an award winning DayCare environment
- An active participant in our Church in the World activities
- Active in Westside Ministerial Activities
- A representative of our congregation in this part of town, also within the Presbytery of Cincinnati and the Southwest Ohio Northern Kentucky Association (SONKA) of the United Church of Christ



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)

<https://delhi.oh.us/>

<https://www.ohlsc.us/schools/>

<https://sjwuc.org/>

<https://presbyteryofcincinnati.org/>

<https://heartlanducc.org/sonkaucc/>



***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL INTERPRETER		
	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.	X 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.	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		
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.)
X	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	



ORGANIZATIONAL LEADERSHIP

	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.
	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.	X	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.	X	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.
	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.	X 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 \$51,000_____ Maximum **Effective** Salary \$100,000_____

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 Rev. Martin Westermeyer _____

Address 4509 School Section Rd. Cincinnati, OH 45212 _____

Phone Numbers _____

Relation Retired Pastor of neighboring church, former Interim Pastor of our church ____

E-mail _____

Name Candace Rhoill _____

Address 4145 Glenhaven Rd Cincinnati, OH 45238 _____

Phone Numbers 513-259-1764 _____

Relation Former Learning Center Director, St. John's Westminster Learning Center ____

E-mail candacerhoil@gmail.com _____



Name Delshire Elementary School Prinicipal, Jill Wolfe _____
Address 4402 Glenhaven Rd Cincinnati, OH 45238
Phone Numbers 513 471 1766 _____
Relation Partner in mission to supply educational materials to children in need _____
E-mail _____

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

Name Robert Murphy Jr.
Address 819 Stonebridge Dr.
City Cincinnati State Ohio Zip Code 45233
Preferred Phone 513-313-7692
Alternate Phone _____
E-mail Address for PNC Communications (required): PNC.SJWUC@yahoo.com

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature