



**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: 04600 (PNNE 180-480)

Ministry Name: Old South First Presbyterian Church

Mailing Address: 29 Federal Street

City: Newburyport State: MA Zip Code: 01950

Telephone Number: 978-465-9666 Fax Number _____

Email: admin@oldsouthnbpt.org

Web site: http://oldsouthnbpt.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 70



***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>
2-5 years	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)
1-2 years	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		Pastor (For Such a Time as This Pastoral Resident)
	Bi-vocational/Tentmaker		Youth Director (non-ordained)
	Chaplain		Other
	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): Interim Head Pastor

***Employment Status**

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

Is this a yoked congregation? X No _____ Yes

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

Clergy Couple (Are you open to a clergy couple?) Yes X _____ No _____

Certification/Training (check below the desired certification or training needed for the position):

Interim/Transitional Ministry Training	<u>X</u> _____	Interim Executive Presbyter Training	_____
Certified Christian Educator	_____	Certified Business Administrator	_____
Certified Conflict Mediator	_____	Clinical Pastoral Education Training	_____
Other	_____		

Language Requirements

<u>X</u> 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 X Yes _____ No

Mission Statement

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

We are a biblically grounded Presbyterian Church seeking to be true to our rich historical heritage by providing a community of worship for all who wish to embrace a faith-centered life in the Christian tradition. We work to: 1) provide a welcoming and nurturing environment for families and individuals



of all ages; 2) offer worship, service, and educational opportunities to deepen our understanding of what God is calling us to be; and 3) minister to the wider community.



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.

Old South Presbyterian Church provides a community of worship for all who wish to embrace a faith-centered life in the Christian tradition. We develop our spiritual development with a goal to:

- Transform lives by knowing Christ;
- Train intentional disciples; and
- Testify to God's love by serving the people of Newburyport and beyond.

We went from a dying congregation 20 years ago to one with hope, an active core group of lay leaders, and energized congregation of 70 attendees. Our current goal is to find ways in which we can thrive and develop a vision of how we can be active in our community and the world beyond. With our head pastor's retirement after four years with us, effective 30 June 2021, Old South is seeking an interim pastor to help the congregation maintain its energy and identify a head pastor to lead us into the future as we continue to develop our vision.

Many members thirst to become more committed to Christ and fulfill the Great Commission. The lay leadership is a group with many ideas and the energy to bring them to fruition. We are looking for an interim pastor who can help us continue in the spiritual growth that we have enjoyed recently, continue with mission initiatives that we deem valuable, prepare us in our search for a permanent pastor, and lay groundwork for the focused vision that we hope to achieve.

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

About six years ago prior to the arrival of our retiring head pastor, the church went through a New Beginnings assessment and a mission study. Members have really felt two emphases that balance each other well: the need to be a missional church with significant outreach, balanced by the need for personal spiritual development. Whereas before our New Beginnings assessment our community initiatives seemed small and unfocused, we now feel that we have developed partnerships with other non-profit groups in the area (e.g., Habitat for Humanity) and home-grown initiatives in mission (e.g., Sunday Sandwiches outreach). In the long-term, many members have felt that we are called to be more active in mission, and we hope to find an installed pastor with the vision, energy, and skills to grow Old South and its mission ministry,



particularly in the Newburyport and surrounding community. To do so, we hope to find an interim pastor who can help to identify the potential of Old South through our mission study.

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

We hope that the interim pastor will first help the congregation feel a sense of unity in mission, making sure that all members of the congregation feel like they have truly shared their perspective and can share their gifts. Second, we will then focus on understanding who we are as a church, what we wish to become, and what type of pastor can partner with us to achieve what God has in store for us through our mission study. The interim pastor is not being asked to advance the vision of the church at this time. The mission is to ensure that pastoral duties are fulfilled with excellence and to prepare it for a permanent teaching elder.

We see the interim pastor helping us in the following ways:

- a) Encourage thoughtful contribution by the congregation in the daily workings of the church or in mission and outreach;
 - b) Maintain the vigor and energy that we have experienced recently with our initiatives and mission work;
 - c) Provide a Sunday worship and weekly communications with thoughtful and engaging devotions, services, and sermons; and
 - d) Prepare the congregation and lay leadership for the next stage of spiritual growth at Old South with an installed pastor.
4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.
- The priority of ideal characteristics needed by our interim is the following:
- a) A seasoned teaching elder who has been trained as an interim pastor;
 - b) An accomplished preacher who will help exhort the congregation to a fuller commitment to Christ and Old South;
 - c) An open, welcoming, and engaging listener to help draw in those congregation members who feel they have more to contribute to the life of the church;
 - d) A trustworthy counselor and thoughtful planner to prepare members for our next teaching elder.
5. For what specific tasks, assignments, and programs areas will this person have responsibility?
- We are looking for the interim pastor to have the following responsibilities:
- a) Listen to the congregation and guide the members through the search process;
 - b) Prepare vibrant worship with engaging sermons each Sunday in collaboration with our Worship Committee, Music Director, and Organist;
 - c) Administer the sacraments;
 - d) Provide emergency pastoral care when congregation members are sick or in the hospital and provide regular "intentional" pastoral care to shut-in members of the congregation;



- e) Exchange information with the Session about pastoral concerns and visitor and member status;
- f) Moderate monthly meetings of the Session and attend other meetings as necessary;
- g) Work with committees to maintain the energy and encourage participation in mission work;
- h) Represent Old South and actively engage with the Presbytery of Northern New England by attending quarterly Presbytery meetings; and
- i) Assist the church with the mission study as it prepares for a permanent pastor.

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)



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.
X	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.		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.
	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.	X	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.		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: \$52,500 _____ Maximum **Effective** Salary: \$62,000 _____

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: Rev. Tim Dolan

Address: 12 Tremont St., Newburyport, MA 01950

Phone Numbers: 509-951-3003

Relation: Parish Associate

E-mail: TimDolan73@gmail.com

Name: Rev. Chris Ney

Address: 14 Titcomb St. Newburyport, MA 01950

Phone Numbers: 978-465-0533

Relation: Friend of the church

E-mail: info@centralnewburyport.org



Name: Rev. David Pierce
Address: 224 Bancroft Road, Rindge, NH 03461
Phone Numbers: 904-772-4726
Relation: Friend of the Church
E-mail: drdpierce@att.net

Name: Rev. Theodore DeMarco
Phone Numbers: 603-216-1071
Relation: Stated Clerk, PNNE
E-mail: sc@pnne.org

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

Name: Greg Keller
Address: 529 Main St.
City: West Newbury State: MA Zip Code: 01985
Preferred Phone: 978-363-2171
Alternate Phone: 978-518-1840
E-mail Address for PNC Communications (required): greg.keller@gordon.edu

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Presbytery _____ Date _____
Signature

South Old South Presbyterian Church of Newburyport, Massachusetts

Search for an Interim Minister

Old South Presbyterian Church in Newburyport is a vibrant, community-based Presbyterian Church in search of a Full-time or 3/4-time Teaching Elder to serve as an interim for 1-2 years.

In our shared ministry, we are seeking seasoned pastoral leadership trained in interim ministry to:

- Lead the invigorating worship life of our church and preach weekly sermons, in conjunction with the worship and preaching teams;
- Guide our congregation in the developmental tasks of the interim period;
- Assist and guide the session in developing the mission study of the church in preparation for new leadership;
- Prepare the congregation and session to commit to new leadership, innovative initiatives, and new faith directions;
- Continue our traditions, such as our times of prayer, study, and spiritual development;
- Support ongoing initiatives in mission and outreach;
- Serve as Moderator for session meetings;
- Provide intentional pastoral care, particularly to the sick, shut-ins, and in emergencies, and counsel congregation members as requested;
- Administer the sacraments;
- Attend and provide resources to committee meetings and other congregational groups as mutually agreed upon;
- Officiate at baptisms, weddings, and funerals, as requested; and
- Represent Old South and actively engage with the Presbytery of Northern New England by attending regularly scheduled Presbytery meetings.

Compensation: Session agrees to provide the following compensation package based on a full-time basis (pro-rated for time commitment) to our Interim Pastor:

- Base Salary, Housing Allowance, and SECA Offset: \$52,500 to \$62,000 per year;
- Study Allowance: \$1000/year;
- Travel Allowance: \$1200/year;
- Board of Pensions: based upon the requirements of the Presbytery;
- Study leave: The session allows and encourages the Pastor to attend seminars, workshops, and courses up to two weeks per year (including Sundays); and
- Paid vacation leave: The session allows and encourages the Pastor to take vacation, one week including Sunday, for each three months of service.

Old South is in the heart of Newburyport, Massachusetts, a quaint seaside town with a population of approximately 14,000. We are located an hour north of Boston, minutes from the ocean, and five minutes south of the New Hampshire border. Our church, built in 1756, has a rich history with the Great Awakening and was founded by Rev. George Whitefield. Average attendance was approximately 70 members and church friends prior to the pandemic; we have continued undaunted

in our weekly worship through Zoom and Youtube LiveStream, gaining viewers throughout the region and country.

We are a biblically grounded Presbyterian Church seeking to be true to our rich historical heritage by providing a community of worship for all who wish to embrace a faith-centered life in the Christian tradition. We work to: 1) provide a welcoming and nurturing environment for families and individuals of all ages; 2) offer worship, service, and educational opportunities to deepen our understanding of what God is calling us to be; and 3) minister to the wider community. We fulfill this purpose as a church in our work to:

- Transform lives by knowing Christ;
- Train intentional disciples; and
- Testify to God's love by serving the people of Newburyport and beyond.