



**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 5608
Ministry Name First Presbyterian Church in the City of New York
Mailing Address 12 West 12th Street
City New York State NY Zip Code 10011
Telephone Number (212) 675-6150 Fax Number _____
Email fpcnyc@fpcnyc.org
Web site https://fpcnyc.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 424 (including 280 online)



Church School Attendance 36

Church School Curriculum "Follow Me"

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

8% Asian

5% Black or African American (African Native, Caribbean)

3% Hispanic Latino/Latina, Spanish

 Middle Eastern

 Native Hawaiian or Other Pacific Islander

80% White

Other Multi-racial 4%

Presbytery New York City Synod Northeast

Community Type (select one)

 College Rural Suburban

 Small City Town X Urban

 Village Recreation Retirement

 N/A

Clerk of Session Contact Information:

Name Lawrence Tallamy

Address _____

City _____ State _____ Zip Code _____

Preferred Phone 917-685-7815 Alternate Phone _____

E-mail ltallamy@gmail.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>
	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)
at least 2 years in ministry	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) Associate Pastor for Mission and Social Justice

***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 Presbyter 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	<input type="text"/>		

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="text"/>	Other

Statement of Faith Required Yes No

Mission Statement

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

See attached pages



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. **See attached pages**
2. How do you feel called to reach out to address the emerging needs of your community or constituency?
See attached pages
3. How will this position help you to reach your vision and mission goals? **See attached pages**
4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization. **See attached pages**
5. For what specific tasks, assignments, and programs areas will this person have responsibility?
See attached pages

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)

Mission Study Report: <https://drive.google.com/file/d/16B170V8BkuN0ySLzIkfyXP4f4tw9huGp/view?usp=sharing>

Church Website: <https://fpcnyc.org>



***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.
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.
	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	
	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.
X	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.	X	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.
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		
	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
X	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 \$ **\$118,000**

Maximum *Effective* Salary [REDACTED]

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 Elder Nickie Christin
Address _____
Phone Numbers 646-577-9824
Relation Presbytery Commission on Ministry Liaison to First Church
E-mail nickie@aol.com

Name Rev. Dr. Robert Dunham
Address _____
Phone Numbers 919-593-5142
Relation Interim Pastor/Head of Staff after Rev. Walton and before Rev. Stovell
E-mail dunham.bob@gmail.com



Name Rev. Dr. Jon Walton
Address _____
Phone Numbers 646-522-7230
Relation Last Called Pastor/Head of Staff before Rev. Stovell
E-mail Jonmaxwal@gmail.com

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

Name Elder John M. Griem, Jr.
Address _____
City _____ State _____ Zip Code _____
Preferred Phone (917) 596-1881
Alternate Phone _____
E-mail Address for PNC Communications (required): APNC@fpcnyc.org

ENDORSEMENTS

Pastor Nominating Committee/  Date Nov. 7, 2022
Search Committee _____
Signature

Clerk of Session  Date Nov. 17, 2022
Signature

Presbytery  Date Nov. 20, 2022
Signature

ATTACHED PAGES

Mission Statement

1. What is your congregation's or organization's Mission Statement? The mission of First Presbyterian Church is to challenge, equip and encourage each of its members to follow Jesus Christ's commandments: to "love the Lord your God with all your heart, with all your soul, and with all your mind," and to "love your neighbor as yourself." In furtherance of this mission, First Church seeks to provide spiritual and practical guidance in interpreting and implementing Biblical teaching. Worship, education, fellowship, service and outreach are designed to support this mission and to foster the spiritual growth and commitment of all church members. The congregation of First Church believes strongly in an open and inclusive church that extends an unqualified welcome in Christ's name to all who seek to join in following Jesus Christ, living in his grace and sharing his love.

NARRATIVE QUESTIONS

(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)

2. What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived. It is our vision for our ministries to serve the needs of a changing neighborhood, city, denomination, and world. We aim to reinvigorate our mission—to integrate it with our social justice ministries and in our engagement with the wider community through service, partnership, learning, and worship opportunities. Our eight Social Justice and Mission Action Groups: Facing Racism, Earth Care, LGBTQ, Refugees and Immigration, Presbyterian Women, Elder Care, Eradicating Poverty, and Global Missions (Cuba) carry out our mission by addressing local needs in our immediate neighborhood and beyond through service programs and direct outreach. Additionally, the Mission and Social Justice Council, composed of the action group chairs, awards annual grants and thinks spiritually and holistically about where God is leading us as a church in our Mission and Social Justice efforts inside and outside of our walls.

3. How do you feel called to reach out to address the emerging needs of your community or constituency? We feel called to invest more of our energy and resources in furtherance of our mission in the areas of elder care, urban housing and poverty including food and housing insecurity; racial, socio-economic and gender-based inequality; refugee and immigration support; earth care and stewardship; and the commitment to nurturing relationships and community based in Christian love. We also are eager to discover the other areas a new Associate Pastor's vision will highlight so that the Word may be heard and lived boldly in New York City and wherever our programs may reach.

NARRATIVE QUESTIONS (continued)

4. How will this position help you to reach your vision and mission goals? This position will energize the congregation by broadening and deepening the involvement of members and constituents in the community through expanding existing programs and adding new ones. Through these programs, we will have practical opportunities to show our love for our neighbors as is our mission. It will address the needs of the congregation and help to develop opportunities to serve, support, and advocate in areas and ways appropriate for the congregation.

5. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization. The congregation expressed a desire to call an experienced leader in the area of urban mission, social justice, and ministry with vision, compassion, and a hopeful outlook as important qualities. We are looking for an energetic motivator and collaborator to strengthen our congregants and community. We believe someone with proven commitment to - and experience in- inspiring, motivating, and managing volunteers will best suit our needs. We want to be galvanized in partnership with this leader.

6. For what specific tasks, assignments, and programs areas will this person have responsibility? We ask that the Associate Pastor undertake a mission of social justice and outreach, engaging directly with the congregation and working in partnership with other aligned mission-driven organizations in New York City and elsewhere, to create more fellowship opportunities for new and existing members to get connected, to build a more involved congregation across age groups, and provide opportunities for service, advocacy and mission.