



**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 8052
Ministry Name Overbrook Presbyterian Church
Mailing Address 6376 City Avenue
City Philadelphia State PA Zip Code 19151
Telephone Number 215-877-2744 Fax Number 215-877-0523
Email _____
Web site www.overbrookpresb.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 152



***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>
5 - 10	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	<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?

Overbrook Presbyterian Church is a welcoming and diverse Christian community that actively seeks to love and serve God, each other, and the world.

The Christian life is meant to be shared together, and Overbrook offers an open and inclusive community where all are welcome.

At the heart of our faith is the belief that God's love is revealed to us most fully in Jesus Christ - his life, death and resurrection.



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 for responses to questions 1 - 5)
2. How do you feel called to reach out to address the emerging needs of your community or constituency?
3. How will this position help you to reach your vision and mission goals?
4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.
5. For what specific tasks, assignments, and programs areas will this person have responsibility?

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)

heedinggodscall.org
broadstreetministry.org

Ministry Information Form – Narrative Questions

1. What is the congregation’s or organization’s vision for ministry? Additionally describe how this vision is lived out.

As we believe the future of Christ is now, so we seek to realize the Kingdom of God now as the Spirit moves and enables us. In this vision of present action amidst vibrant hope, we see God’s Kingdom come alive most fully at the table of Christ, where all may partake of the bread of life; where all may live out the fullest expression of their faith; where all may participate in ministry as members of the Body of Christ. At Overbrook, service is joy, and the Gospel our great witness.

Our vision is lived out as an intentionally welcoming congregation of remarkable diversity in terms of race, culture, ethnicity, age, economic status, education and sexual orientation. Theologically, members confess Jesus Christ as Lord and Savior, subject to no further doctrinal affirmation. A spirit of inquiry centered by the authority of scripture allows persons from many Christian backgrounds to find nourishment here. Worship is grounded in traditional forms energized by active lay leadership. Overbrook’s homilists have most inspired us by making profound biblical insight accessible for all. An exceptional Minister of Music heads multiple choirs diverse in age and culture; the adult choir has performed in Europe. Education is a lifelong process, guided by an extraordinary Director of Christian Education. We feed one another spiritually in countless ways at Overbrook and attract many seekers with something to share. Our greatest learning often comes from just listening.

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

As a historic structure in a neighborhood on The National Registry of Historic Places, the Overbrook church building itself serves as a metaphor for how one may live in the present and envision the future yet suffer no loss of a cherished legacy. In this light, preservation of the structure remains a genuine part of our ministry.

Because of its location at a major intersection, our “church at the crossroads” between city and suburbs is a highly visible symbol of the constancy of God’s love. Location and accessibility are often listed among the reasons people attend. Throughout the week the church serves as a center for many community activities, including a local theater group, pre-school and kindergarten, and many organizations such as AA.

Overbrook has hosted meetings and presentations by “Heeding God’s Call,” the Christian activist effort to end gun violence. Our church grounds have been the site for their “T-shirt Memorial for the Lost.”

Our education program series “Overbrook Walks and Talks” is open to community members exploring the arts, sciences, theology and music.

Church members and youth support local food pantries, prepare and serve meals at homeless shelters, participate in Habitat for Humanity projects and mission trips to Appalachia and other areas, and join with local churches in both work and worship experiences.

Overbrook is pursuing green projects such as recycling, insulation, direct energy use, sustainability and management of runoff water

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

Overbrook is indeed a church at the crossroads, not just in terms of location and cultural diversity, but in terms of identity. Membership size has overtaken the demarcation between pastoral and program churches, producing internal concern about growth at the cost of intimacy. The long-standing desire for expanding programs and varying worship styles, ongoing capital needs of a historic sacred place, and a spirit of stewardship seeking sustainability for the future, make the transition to a program church seem inevitable. Having made a prudent acknowledgement that this is what God calls us to be, we seek a pastor who will bring about this change naturally, working with the support of the congregation. Many of our members are notably self-actualized, as evidenced by recent capital campaigns that were highly successful despite their occurrence between pastorates. We are eager to find new opportunities to serve the spiritual, temporal and educational needs of the surrounding communities, to share our abundant gifts in a way that enhances the richness of our own experience as members of the church. In this image of our role in the present Kingdom of God, we see sound pastoral leadership as elemental.

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

In the dynamic preaching of the gospel, in conducting bible study, in moderating session, in establishing relationships in and outside the church, in raising capital funds to secure our financial future, in discerning the needs of the congregation, in serving as head of a diverse staff, the person open to this call would rely upon two essential characteristics: gifts of creativity and communication. The pastor of Overbrook would be a genuinely broad-minded person; as comfortable discussing Calvinist theology as having a dog and a beer at the ballpark; no more a stranger to erudition than to binding a child's wound; as ready to deliver a eulogy as to share a good joke about the latest depredations in politics. Intelligence, wit and compassion would be hallmarks of the pastor's personality, and books on biblical hermeneutics might well reside next to "On the Origin of Species" on the office bookshelves. Central to the pastor's skills would be the ability to delegate authority and accountability to responsible church members, to provide guidance and accommodation where needed, and recognize when it's not. In a neighborhood with nearby mosques, synagogues, groups of Chasidim ambling along the sidewalk of a Saturday morning, a Bahá'í center, Korean and Japanese Presbyterian churches, and Jesuits at a nearby Catholic University, the pastor might witness and affirm a pluralistic theology of religions in our vision of God's Kingdom now.

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

- Prepare and conduct worship on a regular basis
- Provide pastoral care
- Supervise the office staff and work collegially with the program staff
- Moderate and work with the session in planning the church programs

- Serve as a resource person for the Christian Education Program
- Facilitate Overbrook's transition from a pastoral to a program church, including in time a possible role for an associate pastor
- Help us to grow, with attention to maintaining our diversity and the more intentional integration of new members/participants into this community of faith.
- Help us to grow in our spiritual life as the Body of Christ and as individuals
- Participate in the work of the Presbytery of Philadelphia
- Assist us in developing and increasing our outreach
- Encourage and train lay leadership
- Meet with committees as needed or appropriate



***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.
	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
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		
	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

	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.		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.	X	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.	X 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 \$ 85,000.00

Maximum **Effective** Salary \$90,000.00

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