



**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 06075

Ministry Name The Presbyterian Church in the Town of Rye; Rye, New York

Mailing Address 882 Boston Post Road

City_ Rye State NY Zip Code 10580

Telephone Number 914-967-0842 Fax Number 914-967-0267

Email For APNC: apnc@ryepc.com ; For General: rpc@ryepc.com

Web site www.ryepc.com

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 256



Church School Attendance 190 enrolled; 100 average attendance

Church School Curriculum Seasons of the Spirit

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.

 0 American Indian or Alaska Native
 2 Asian
 1 Black or African American (African Native, Caribbean)
 1 Hispanic Latino/Latina, Spanish
 0 Middle Eastern
 0 Native Hawaiian or Other Pacific Islander
 96 White
Other _____

Presbytery Hudson River Synod Northeast

Community Type (select one)

_____ College _____ Rural x _____ Suburban
_____ Small City _____ Town _____ Urban
_____ Village _____ Recreation _____ Retirement
_____ N/A

Clerk of Session Contact Information:

Name Julia Thomas

Address c/o Rye Presbyterian Church 882 Boston Post Road

City Rye State NY Zip Code 10580

Preferred Phone 914-967-0842 Alternate Phone _____

E-mail Julia.Thomas01@yahoo.com FAX 914-967-0267



***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
0-5 years	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?

By the Grace of God, Rye Presbyterian Church strives to be a caring, welcoming community of followers of Christ, doing his work in the world.



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.

Rye Presbyterian Church (RPC) lives its vision by actively engaging in worship and outreach activities, supporting the journey of faith of young and old, training its members in the discipleship of Christ, and serving the spiritual, intellectual, and human needs of the congregation and its local and global communities. More specifically,

1. We are a body of Christian believers where pastor and lay leaders collaborate and share responsibility for the faith community;
2. We believe children are integral to the life of RPC. Our vibrant, intergenerational congregation supports parents in their efforts to build a spiritual foundation and encourages families to engage in all areas of congregational life;
3. We believe corporate worship is paramount to RPC's spiritual well-being, glorifying God and edifying all;
4. We have, and encourage, a wide diversity of beliefs, welcoming all those who wish to share in this spiritual journey with us;
5. We are committed to serving the diverse needs of Rye and the surrounding communities through a breadth of established outreach programs, ever seeking to develop new ministries in response to emerging needs;
6. We are, and will remain, deeply and actively engaged in Christ's work in the world;
7. We seek spiritual nourishment from our church and are eagerly searching for ways to engage one another at a spiritual level.

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

Our areas of focus include youth ministry, essential human needs such as hunger and homelessness, and restorative justice through prison ministry and re-entry. We contribute over \$250,000 a year to 60 local, national and international groups. As we engage in mission, we believe that children and youth are not simply the church of the future, but are the church of today. With a steady influx of young families, we seek sustained efforts to engage these members and their children in the life of faith and the ministry of the church. We have an outstanding preschool with 300 children, a thriving Sunday School and fellowship groups for our middle and high school youth. As they grow in their understanding of and connection with God, our children and adolescents address the needs of our community and beyond by



participating in Stop Hunger Now, Dinner at Noon, Empty Bowls (fundraiser for food bank), mission trips to New Orleans rebuilding homes, collecting and sorting clothes for those in need, and other outreach activities.

Compassionate mission and outreach is one of our highest priorities. A proposed vision statement from the 2017 RPC Mission Task Force reads in part: *“RPC aspires to transform lives, as Christ teaches, by service with others through mutual partnerships. We seek to deepen the personal engagement of our congregation through service and reflective learning opportunities as we are all engaged with others in our church and broader communities.”*

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

The Associate Pastor for Christian Education (APCE) will be instrumental in RPC’s efforts to continue as the actively caring, openhearted and mission-focused Christian community we strive to be. Through worship and pastoral care, we count on the APCE to inspire and thus further engage our diverse congregation, ranging from toddlers to adolescents, from young adults to seniors. RPC believes that youth are integral to the life of the church, which is why we seek to support parents as they lay the foundation for strong, spiritually-vibrant human beings within the church and beyond. The responsibilities of the APCE are central to this vision. He/She will assist in the sacraments and coordinate Sunday School, family fellowship events and the Middle School and High School Youth Groups. Through the APCE’s attentive and dynamic engagement with these groups, as well as with RPC Co-pastors and lay leaders, he/she will quickly gain an understanding of the church and its environs, which will in turn allow for the kind of spiritually-driven, “out-of-the-box” resourcefulness and responsiveness that is *essential* to who we are. Just as RPC is dedicated both to its congregation and surrounding communities in the name of God, so, too, must the APCE be dedicated.

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

Candidates for our position must be engaging, creative, enthusiastic and compassionate in their work with children and youth. We need an innovative, authentic and faith-filled presence who leads by example to keep younger congregants active and growing in their faith through worship, youth groups, mission trips and attending or teaching in our vibrant Sunday School. The APCE will be encouraged to initiate new educational programs and be responsible for organizing family fellowship activities to bring all children and parishioners together for spiritual nurture, fun, fellowship and community service. Candidates must see this truly as a calling, not simply a job. We seek someone who lives and models a vibrant, curious and growing faith grounded in the Reformed tradition. We seek someone who is willing to immerse themselves in the community, yet who realizes the unique nature of the pastoral call and role. We seek someone who has a healthy sense of themselves – in their calling from God, as well as



their strengths and their areas of growth. He/She should recognize the dignity and equality of all people. The APCE must be motivated and able to work as a part of a larger team – with the Co-Pastors, other staff and lay leadership. Strong organizational and communication skills, along with a good sense of humor, are also essential.

5. For what specific tasks, assignments, and program areas will this person have responsibility?
 1. Lead the RPC Sunday School Program including:
 - a. Recruit, train and support teachers and teen assistant teachers
 - b. Develop and coordinate the curriculum
 - c. Coordinate registration, attendance and communication with families
 - d. Oversee child care for children from birth to three years old
 2. Collaborate with the Christian Education committee to plan:
 - a. Family fellowship events throughout the year
 - b. Annual Sunday School picnic
 - c. Mission projects and special events
 3. Coordinate with Co-Pastors and Music Directors to:
 - a. Provide leadership in our three worship services, including sacraments, preaching and offering the children's message
 - b. Plan regular meetings and activities with Middle School and High School youth groups
 - c. Plan and oversee Mission Trips for High School youth group, including fundraising and recruiting chaperones
 - d. Plan regular enrichment activities and "Singing Our Faith"
 - e. Provide pastoral care to children, youth and families
 - f. Reach out to new families and help them become involved

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)

<http://www.ryeny.gov/>

<http://www.ryerecord.com/>

<http://ryehistory.org/>

<http://www.ryenaturecenter.org/>

<http://ryeschools.org/>

<http://www.ryeymca.org/>



***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.	x 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.	x 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.)
	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.
	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.	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.
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
	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.
X	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 \$ 70,000 Maximum *Effective* Salary _____
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. David Harkness

Address Irvington Presbyterian Church, 25 North Broadway, Irvington, NY 10533

Phone Numbers 914-591-8124

Relation Pastor of a neighboring church

E-mail ipcminister@aol.com

Name: Rev. Dr. Susan Andrews

Address: 4501 Lindell Blvd. 6B St Louis, MO 63108

Phone Numbers: 914-815-6507

Relation: Former General Presbyter for the Hudson River Presbytery

E-mail: srandrews1015@gmail.com

Name Jim Howland _____

Address 349 Locust Avenue Rye, NY 10580 _____

Phone Numbers 914-921-5725 _____

Relation current church member _____

E-mail jimhowland12@gmail.com _____

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

Name Co-Chairs: Doug DeStaebler and Sarah Snell _____

Address c/o Rye Presbyterian Church 882 Boston Post Road _____

City Rye _____ State NY _____ Zip Code 10580 _____

Preferred Phone 914-305-5509 (Doug); 914-921-1190 (Sarah) _____

Alternate Phone _____

E-mail Address for PNC Communications (required): apnc@ryepc.com _____



ENDORSEMENTS

Pastor Nominating Committee/

Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature

