

(Rev. 03/2001)

Church Information Form (Part II)

Church/Organization ID _____ 22379 _____

Church/Organization Name, City, State First Presbyterian Church, Greenville, SC

Position To Be Filled (select one)

- | | |
|---|---|
| <input type="checkbox"/> Associate Pastor (Christian Education) | <input type="checkbox"/> Interim Pastor |
| <input type="checkbox"/> Associate Pastor (Youth) | <input type="checkbox"/> Mission Pastor |
| <input checked="" type="checkbox"/> Associate Pastor (Other) | <input type="checkbox"/> Church Educator (non-Ordained) |
| <input type="checkbox"/> Pastor (Solo) | <input type="checkbox"/> Campus Minister |
| <input type="checkbox"/> Pastor (Head of Staff) | <input type="checkbox"/> Chaplain |
| <input type="checkbox"/> Pastor (New Church Development) | <input type="checkbox"/> Church Administrator |
| <input type="checkbox"/> Pastor (Redevelopment) | <input type="checkbox"/> Executive |
| <input type="checkbox"/> Pastor (Tentmaker/Part-time) | <input type="checkbox"/> General Assembly staff |
| <input type="checkbox"/> Pastor (Yoked/Multiple) | <input type="checkbox"/> Presbytery staff |
| <input type="checkbox"/> Co-Pastor | <input type="checkbox"/> Synod Staff |
| <input type="checkbox"/> Designated Pastor | <input type="checkbox"/> Administrator |
| <input type="checkbox"/> Interim Ministry (Governing Body) | <input type="checkbox"/> Youth Director |
| <input type="checkbox"/> Other (specify) _____ | |

Specify Title (if appropriate) Associate Pastor for Contemporary Ministries

Specify whether experience is 'Required' or 'Desired' for the specified position.

Required Desired

Employment Status

Full Time Part Time Open to Either

Experience Desired

First Ordained Call less than 2 years 2 years or more
 4 years or more 6 years or more 8 years or more

Language Requirements

English Spanish Korean Mandarin Chinese
 Japanese Cantonese Taiwanese Other

Brief Church Mission Statement: *Please limit your response to 1500 characters including spaces and punctuation--approximately 1/2 page.*

Vision Statement: "Growing Faithful Christians"

*This statement represents the reason for our existence. By its nature and design, the Church of Jesus Christ is called into being by God. In response to his call we are commanded to make disciples (Matthew 28:19). **Growing** speaks to our upward spiritual development; **Faithful** speaks to our calling to live under the authority of Scripture toward the goal of Christian maturity; **Christians** speaks to who we are as followers of Christ*

Mission Statement: We will **worship** God in ways that are biblical, reformed and culturally relevant; We will **proclaim** the gospel to the church, our community, and the world to allow transformation through Jesus Christ; We will **cultivate** spiritual growth, faithful discipleship, personal evangelism, and a Christian worldview through educational

ministries; We will **pray** diligently, fervently, and expectantly; We will **love** others through service after the example of Christ; We will **grow** in fellowship through activities that strengthen and affirm our oneness in Christ.

Narrative Questions: *For each narrative question, please limit your responses to no more than 1/2 page (1500 characters including spaces and punctuation).*

Please write a brief description of your church/organization programs or accomplishments.

First Presbyterian Church of Greenville, a PCUSA Church, is a 3,700 member, growing, dynamic and evangelical church. Located in beautiful downtown Greenville, the church draws its membership from a 35 mile radius. In spite of our size, FPC is a very warm, friendly and relational congregation. The membership is comprised of all generational groups, with Builders, Boomers and Busters being most prevalent.

Worship is central to our common life, with the congregation gathering at 8:30 and 11:00 am for our traditional services and a contemporary service which also takes place on Sunday mornings at 11am. Christian Education is a priority with many classes being offered for children, youth and adults. Our Wednesday Advantage program offers people of all ages additional educational and fellowship opportunities.

Other ministries include innovative children's and youth ministries, activities ministries which include sports teams and outings, excellent music ministries, active Women's Ministries, Mother's Morning Out, an accredited Kindergarten and an Academy which started in the Fall of 2007. The church also has an active senior's ministry, and several congregational care ministries including Stephen Ministry. The 2008 church budget is approximately 4.7 million dollars, which includes approximately \$800,000 given to missions.

First Presbyterian Church takes an active leadership role in the city of Greenville, the Foothills Presbytery, and the Presbyterian Church (USA). We actively endorse and participate in the efforts to bring renewal and revitalization to our denomination, and are a member of the Confessing Church movement of the PCUSA. The Session has a Denominational Concerns Committee which monitors and attends conferences provided by the Presbyterian Coalition, Global Fellowship, and New Wineskins. We also support and participate in activities of Presbyterians for Renewal.

Describe what gifts, skills and experiences your congregation possesses to fulfill its mission.

First Presbyterian Church is a church that God has blessed in many ways. From its incorporation 159 years ago, the church has maintained a passionate commitment to evangelism, church growth and missions. Over the last 25 years, the church has experienced explosive but balanced growth in all ministries. The full time Program Staff consists of three ordained pastors, three interim pastors, and 16 other full-time, non-ordained department leaders. Each person gives leadership to his/her department while serving as a collegial member of our ministry team.

The Session consists of 36 Elders, and the Diaconate consists of 33 Deacons. These officers of the church provide excellent and faithful leadership, and are personally involved in the church's life and ministry.

The congregation is comprised of mostly middle to upper middle class professionals who share in the ministry goals and objectives of the church. There is great emphasis placed on helping the members discover and use their spiritual gifts for the edification of the church. Many people are personally involved in the myriad of ministries that FPC offers, yet the potential for greater involvement still exists.

There is a passion for excellence in all areas of ministry at FPC. The staff and congregation are constantly challenged to glorify God by striving to reach goals and objectives, with new and innovative ideas always being encouraged.

What are the key theological issues of our church and society that are reflected in the ministry of your congregation/organization?

First Presbyterian Church seeks to be a biblically-based, evangelical congregation. The majority of our members would be considered theologically and socially conservative. The church is unwavering in its commitment to biblical and confessional standards, and opposes the encroachment of popular culture and relative truth.

First Presbyterian Church believes in the Triune God: Father, Son, and Holy Spirit. We believe that Jesus Christ was fully human and fully God, and that He alone is the means of reconciliation with God (John 14:6). We believe in humanity's need for forgiveness from sin, and in the spiritual regeneration provided by the atoning sacrifice of Jesus Christ and indwelling presence of the Holy Spirit. We believe the Bible to be the revealed Word of God, without error in the original writing, and authoritative in all it seeks to affirm and teach. We believe that Christians are called to live sanctified lives, pursue holiness, live with integrity, and be filled with authentic joy. We believe the church is the communion of saints who are called into existence by God's grace to worship, nurture, and serve. We believe in evangelism in that each Christian is called to participate in the proclamation of the Gospel of Jesus, and that the church should actively seek to make disciples.

These beliefs, along with the Great Ends of the Church, shape and influence FPC as it seeks to be a faithful church of Jesus Christ. Our theological statement, beginning on page 5 in our Mission Study, can be found at <http://www.firstpresgreenville.org/FPCMissionStudy3.pdf>

References (Limit 3)

Below, please list three persons who know your congregation. You might list your Executive Presbyter, a Committee on Ministry Liaison person, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.

Name	Rev. Richard Gibbons
Address	200 West Washington Street, Greenville, SC 29601
Phone Numbers	(864) 235-0496
Relation	Senior Pastor (as of 9/2007)
E-mail	rgibbons@firstpresgreenville.org

Name	Dr. Walter Ray
Address	602 E. Laurel Avenue, Glendora, CA 91741
Phone Numbers	(626) 963-6251
Relation	Interim Senior Pastor (1/2005-5/2007)
E-mail	waglfr@aol.com

Name	Dr. George Wilkes
Address	2242 Woodruff Road, Simpsonville, SC 29681
Phone Numbers	(864) 288-5774
Relation	Executive Presbyter
E-mail	gwilkes@foothillspresbytery.org

Position Description: *For each section please limit your response to 1/2 page (1500 characters including spaces and punctuation).*

Major Responsibilities: *For what specific tasks, assignments, program areas will this person have responsibility?*

This new position of **Associate Pastor for Contemporary Ministries** will have dual responsibilities within the life of the congregation. These will include; relating to Singles and Young Families, and providing oversight, focus and direction for the area of Contemporary Ministries. The Contemporary Worship Leader, Youth Ministries Director, Associate Youth Director and a part-time (10 hrs) College Ministry director report directly to this position. Appropriate support staff will be provided.

The Primary responsibility of this position will be to **minister to the needs of Young Adults, Singles and Young Families in the age range of approx 18-35 years of age**. This responsibility requires a relational, creative and insightful leadership approach to:

- developing, strengthening and encouraging singles and young families in a Biblically-based lifestyle
- assist College and Career singles in discipleship development through training and supporting leaders who can develop a ministry for this life cycle.
- develop and implement special Christian Educational and service ministries that provide a well-rounded and sequential process for discipleship development for College and Career singles including, but not limited to, a Sunday School class and holiday and summer programs.
- create and implement a plan to develop leaders in this ministry and other ministries within the church.
- co-ordinate with other program staff a developing harmonious Christ-centered discipleship ministry that reaches the non-Christian, develops and cares for the Christian and empowers all for ministry.

Counseling:

- Provide pro-active parenting seminars and counsel families experiencing challenges with their children.
- Counsel with young families in anticipation of and after problems.
- Personal home visits.
- Help to identify and encourage College and Career singles to consider full-time professional service to Christ and his church.

Activities:

- Plan and implement special activities such as mission trips, retreats, etc.
- Plan activities on a regular basis.
- Encourage men and women to become involved with other organized groups at FPC such as Common Thread Men's Ministry and Women's Ministries.

Communication:

- Inform members of this age group of church activities through newsletters, calendars and parent meetings.

Additional Staff Activities:

- Attend Presbytery and Session meetings
- Participate in Sunday Services
- Attend Pastoral Staff meetings
- Attend ministry staff meetings
- Participate in the Pastor of the Day program

Description of characteristics and qualifications needed in a person who would fill this position.

We desire this Associate Pastor to be one who, in a personal walk with the Lord, seeks the Holy Spirit daily for guidance and strives to please God above all else, to be a praying person who teaches and practices prayer, and one who displays the joy of Christ. We desire a pastor with personal integrity and discernment, one with passion and vision for the Kingdom of God, a passionate Biblical teacher who will be able to effectively teach and preach reformed theology, one who encourages spiritual growth and is a shepherd to our congregation, respecting abilities and gifts of others and empowering them in their work in the Church. We desire an evangelical pastor, one who is mission-minded and supportive of the various Presbyterian renewal ministries. Also important to us is a love for singles, young adults and young families while able to strike a proper balance between the work of the church and personal time, and we desire a pastor who also encourages staff and the members of this congregation to this balance. We desire a reconciler who is flexible, a “team player” with a sense of humor, and one who is able to relate to all age groups.

Additional Qualifications:

1. An ordained seminary graduate whose experience and training shows competence in Singles and Young Families Ministries and Christian Education sufficient to lead and develop these programs. The educational preference could be waived if the individual has a minimum of five years pastoral staff or comparable work experience with the necessary transferable skills.
2. Able to recruit and train adult volunteer staff. Needs to be able and willing to delegate responsibilities to others to widen the impact of this ministry.
3. Competent to counsel by utilizing the principles in God's Word.
4. Loyalty to our staff and commitment to team playing and building.
5. He must evidence the biblical pastoral qualifications (Titus 1:6-9; I Timothy 3:1-7), heartily agree to the *Constitution of the PCUSA* and believe that God has truly called them into this ministry.

Character traits, Experiences, and Skills (Candidates should exhibit the majority of these.)

1. Candidate exhibits strong Christian character that demonstrates a close relationship with God through personal devotional, worship, and prayer life.
2. Candidate realizes that God is always working, seeks to join God in His work, and is willing to make life adjustments to join God in what He is doing.

3. Candidate seeks to minister to the whole family.
4. Candidate can demonstrate ability to recognize and develop leadership potential.
5. Candidate has Christ-like attitude that is welcoming to those seeking discipleship and service in the diverse parts of the body of Christ.
6. Candidate has conceptual skills and can develop an idea into an active ministry.
7. Candidate is Enthusiastic, High energy, Self-starter; Encourager; Visionary, and a People Person who enjoys entering into, building, and maintaining relationships with people.
8. Candidate has demonstrated leadership skills and success at various levels of ministry development.
9. Candidate has a proven track record in managing ministry projects and organizations
10. Candidate is comfortable sharing the Christian faith from a Presbyterian perspective with all people.

Responsibility and Accountability

The leadership of Contemporary Ministries will have the authority and responsibility for the completion of all goals developed by or assigned to their area of ministry leadership. This position is held accountable by being under the supervision of the Senior Pastor and the Session. An annual review will be conducted by the Senior Pastor.

Following are standards for all FPC employees:

1. *A personal and growing commitment to Jesus Christ as Savior and Lord;*
2. *A sense of call to Christian ministry and service;*
3. *A commitment to the transformation of lives through the gospel of Jesus Christ.*
4. *A commitment to First Presbyterian Church and the advancement of its ministry;*
5. *A respect for the church's history and traditions, with the courage to embrace change;*
6. *A commitment to the components of the current Strategic Plan for the church;*
7. *A willingness to work within the framework of the church's polity and procedures;*
8. *A commitment to the renewal of the Presbyterian Church (U.S.A.);*
9. *A commitment to the tenets of the Confessing Church (and other similar organizations) movement of the PCUSA;*
10. *A willing heart, teachable spirit and positive attitude;*
11. *A team ministry commitment which places the good of the whole over individual goals;*
12. *An appreciation for working collaboratively with staff and church members;*
13. *Integrity, humility, flexibility, and a sense of humor.*
14. *A professional approach and appearance;*
15. *A passion for excellence for the glory of God.*

Primary Skill Choices: Select 4 Required Skills and up to 6 Desired Skills from the list below: Use the left hand space to choose the 4 that are required for this position(R) and the right hand space to choose up to 6 skills that are Desired (D).

- | | | | | |
|--------------------------|-------------------------------------|--|--------------------------|---------------------------|
| R | D | | R | D |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Administration of Programs | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | Adult Ministry | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | Building Renovation / Property Development | <input type="checkbox"/> | <input type="checkbox"/> |
| | | | <input type="checkbox"/> | <input type="checkbox"/> |
| | | | | Administrative Leadership |
| | | | | Budget Preparation |
| | | | | Children's Ministry |

- | | |
|--|--|
| <input checked="" type="checkbox"/> <u>X</u> Communication (Written / Oral) | <input type="checkbox"/> <u> </u> Community Ministries |
| <input type="checkbox"/> <u> </u> Community Service and Leadership | <input type="checkbox"/> <u> </u> Conflict Management |
| <input type="checkbox"/> <u> </u> Congregational Communication | <input type="checkbox"/> <u> </u> Congregational Fellowship |
| <input type="checkbox"/> <u> </u> Congregational Home Visitation | <input type="checkbox"/> <u> </u> Congregational Redevelopment/Revitalization |
| <input type="checkbox"/> <u> </u> Corporate Worship / Sacraments | <input checked="" type="checkbox"/> <u>x</u> <u> </u> Counseling |
| <input type="checkbox"/> <u> </u> Cross Cultural Collaboration | <input type="checkbox"/> <u> </u> Curriculum Building |
| <input type="checkbox"/> <u> </u> Defining Program Needs | <input type="checkbox"/> <u> </u> Development of New Educational Experiences |
| <input type="checkbox"/> <u> </u> Ecumenical and Interfaith Activities | <input checked="" type="checkbox"/> <u>x</u> <u> </u> Evaluation of Program and Staff |
| <input checked="" type="checkbox"/> <u>x</u> <u> </u> Evangelism | <input type="checkbox"/> <u> </u> Facility Management |
| <input type="checkbox"/> <u> </u> <u>X</u> Family Ministry | <input type="checkbox"/> <u> </u> Financial Management |
| <input type="checkbox"/> <u> </u> Fund Raising | <input type="checkbox"/> <u> </u> Governing Body Ministry |
| <input type="checkbox"/> <u> </u> Group Facilitation / Dynamics | <input type="checkbox"/> <u> </u> <u> </u> |
| <input type="checkbox"/> <u> </u> Hospital and Emergency | <input type="checkbox"/> <u> </u> <u> </u> |
| <input type="checkbox"/> <u> </u> Information Technology | <input type="checkbox"/> <u> </u> Visitation |
| <input checked="" type="checkbox"/> <u>X</u> Leadership Development | <input type="checkbox"/> <u> </u> Involvement in Mission Beyond the Local Church |
| <input type="checkbox"/> <u> </u> Management of Building Usage | <input type="checkbox"/> <u> </u> Leadership of Staff / |
| <input type="checkbox"/> <u> </u> Mediation Skills | <input type="checkbox"/> <u> </u> Management of Equipment Resources |
| <input type="checkbox"/> <u> </u> Office Management | <input type="checkbox"/> <u> </u> New Church Development |
| <input type="checkbox"/> <u> </u> Organizational Development | <input type="checkbox"/> <u> </u> Older Adult Ministry |
| <input type="checkbox"/> <u> </u> Organizational System Development | <input checked="" type="checkbox"/> <u>X</u> <u> </u> Organizational Leadership and Development |
| <input type="checkbox"/> <u> </u> Preaching | <input type="checkbox"/> <u> </u> Pastoral Care |
| <input type="checkbox"/> <u> </u> Project Development | <input type="checkbox"/> <u> </u> Problem Solving / Decision Making |
| <input type="checkbox"/> <u> </u> Rural Ministry | <input type="checkbox"/> <u> </u> Public Relations |
| <input checked="" type="checkbox"/> <u>X</u> <u> </u> Spiritual Development | <input type="checkbox"/> <u> </u> Small Membership Church Ministry |
| <input type="checkbox"/> <u> </u> Stewardship and Commitment Program | <input type="checkbox"/> <u> </u> Staffing |
| <input checked="" type="checkbox"/> <u>X</u> <u> </u> Teaching | <input type="checkbox"/> <u> </u> Strategic Planning |
| <input type="checkbox"/> <u> </u> Transitional / Interim Ministry | <input type="checkbox"/> <u> </u> Training Volunteers |
| <input type="checkbox"/> <u> </u> Youth Ministry | <input type="checkbox"/> <u> </u> Urban Ministry |

Compensation and Housing. *Please note, the request is for Cash Salary only. Do not include housing or any other allowances, do not answer "negotiable.". A range is needed for matching purposes. The maximum cash salary is not published anywhere.*

Minimum Cash Salary \$ 50,000.00 Maximum Cash Salary \$70,000.00

Housing Type Manse
 Housing Allowance \$ Amount
 Open To Either
 Not Applicable (*For Diversified Positions Only*)

Geographic Choices.

X **Unlimited** (or)

Suggest Individuals From Specific Areas Checked Below.

- | | |
|--|---|
| <input type="checkbox"/> Alaska | <input type="checkbox"/> Alabama |
| <input type="checkbox"/> Arkansas | <input type="checkbox"/> Arizona |
| <input type="checkbox"/> California | <input type="checkbox"/> Colorado |
| <input type="checkbox"/> Connecticut | <input type="checkbox"/> District of Columbia |
| <input type="checkbox"/> Delaware | <input type="checkbox"/> Florida |
| <input type="checkbox"/> Georgia | <input type="checkbox"/> Hawaii |
| <input type="checkbox"/> Iowa | <input type="checkbox"/> Idaho |
| <input type="checkbox"/> Illinois | <input type="checkbox"/> Indiana |
| <input type="checkbox"/> Kansas | <input type="checkbox"/> Kentucky |
| <input type="checkbox"/> Louisiana | <input type="checkbox"/> Massachusetts |
| <input type="checkbox"/> Maryland | <input type="checkbox"/> Maine |
| <input type="checkbox"/> Michigan | <input type="checkbox"/> Minnesota |
| <input type="checkbox"/> Missouri | <input type="checkbox"/> Mississippi |
| <input type="checkbox"/> Montana | <input type="checkbox"/> North Carolina |
| <input type="checkbox"/> North Dakota | <input type="checkbox"/> Nebraska |
| <input type="checkbox"/> New Hampshire | <input type="checkbox"/> New Jersey |
| <input type="checkbox"/> New Mexico | <input type="checkbox"/> Nevada |
| <input type="checkbox"/> New York | <input type="checkbox"/> Ohio |
| <input type="checkbox"/> Oklahoma | <input type="checkbox"/> Oregon |
| <input type="checkbox"/> Pennsylvania | <input type="checkbox"/> Puerto Rico |
| <input type="checkbox"/> Rhode Island | <input type="checkbox"/> South Carolina |
| <input type="checkbox"/> South Dakota | <input type="checkbox"/> Tennessee |
| <input type="checkbox"/> Texas | <input type="checkbox"/> Utah |
| <input type="checkbox"/> Virginia | <input type="checkbox"/> Vermont |
| <input type="checkbox"/> Washington | <input type="checkbox"/> Wisconsin |
| <input type="checkbox"/> West Virginia | <input type="checkbox"/> Wyoming |

Equal Employment Opportunity

"(The Committee on Ministry) shall provide for the implementation of equal opportunity employment for ministers and candidates without regard to race, ethnic origin, sex, age, marital status, or disability. In the case of each call, it shall report to the presbytery the steps in this implementation taken by the calling-group." (G-11.0502g)

"...Care must be taken(by the Pastor Nominating Committee) to consider candidates without regard to race, ethnic origin, sex, or marital status, age, or disabilities." (G-14.0502b)

FORMS OF GOVERNMENT PRESBYTERIAN CHURCH (U.S.A.) See Also: Form of Government G-10.0102n, G-11.0502d, G-13.0201b

For Clergy Positions Only

Every Presbytery Committee on Ministry is to inform each Pastor Nominating Committee of its constitutional obligations and how it might assure fairness in the calling process.

Has the presbytery's Committee on Ministry thus counseled with the Pastor Nominating Committee regarding Equal Employment Opportunity?

Yes
 No

