



**PRESBYTERIAN CHURCH (U.S.A.)
CHURCH LEADERSHIP CONNECTION
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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 _____
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 _____

Church School Attendance _____ 40 (92 registered) _____



***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)
	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
5±	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="checkbox"/> 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.

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 backgrounds to find nourishment here.

We believe that it is important to love God not only with the heart, but also with the mind. So we take a thoughtful approach to the Christian faith that is open to new insights and leaves room for asking questions. In our congregation, there exists a wide variety of theological viewpoints, and we respect that diversity without expecting everyone to come down in exactly the same place.

Worship is grounded in traditional forms energized by active lay leadership. Overbrook's preachers have most inspired us by making profound biblical insight accessible for all. An exceptional Director of Music heads multiple choirs diverse in age and culture. Education is a lifelong process, guided by an extraordinary Director of Christian Education. Beyond our traditional programs, we seek spiritual fulfillment throughout all aspects of congregational life and strive to learn from each other and newcomers.

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

OPC is known as the "Church at the Crossroads." Located where Philadelphia meets the Main Line, OPC has opened its doors to diverse urban and suburban communities for many years.

OPC ministers to its members and visitors through its Deacons and Christian Education programs. Deacons serve those in need with transportation, visitations, and friendly communications. Deacons also maintain an emergency fund to support those church families in financial distress. The Christian Education program encompasses weekly Sunday School, a weeklong Vacation Bible School, and weekly Adult Education. Confirmation is held on alternating years and our most recent confirmation class included 6 students. In addition to the weekly Adult Forum, adult education and fellowship programs include the following: RPM (retired person's ministry), midweek Bible Study, seasonal prayer breakfasts, OPC Talks (lecture series), and the monthly Men's Group. We also have a strong Women's Dining Circle, the Urban Suburban Book Club involving participants from several area Presbyterian churches, and av.

OPC directly serves the community beyond its walls through more than a dozen separate programs. For example, our congregants are a regular presence at the Life Center of Eastern Delaware County, a homeless shelter. Our preschool recently celebrated its 50th anniversary and provides a progressive and secular learning



environment for approximately 100 children from nearby city and suburban neighborhoods. Each year we partner with Heeding God's Call to erect hundreds of t-shirts on our lawn as a memorial those individuals who die from gun violence in Philadelphia. We volunteer for Feed My Starving Children once each year, packing thousands of meals and raising more than \$24,000. In recent years, our youth have provided Christian service through Broad Street Ministries in Philadelphia as well as Christian missions in West Virginia and western Pennsylvania.

Additionally, OPC supports many outside not-for-profit groups by providing affordable space in our historic facilities. The Food Trust operates the popular Overbrook Farms farmers market in our parking lot each Saturday from May to October. Narberth Community Theater produces three major musical productions each year in our Fellowship Hall. Alcoholics Anonymous, Overeaters Anonymous, the German Society, the Overbrook Farms Club, and African American sororities are some of the outside groups that regularly convene at OPC. These outside groups have been a source of energy for OPC and an increasing share of our revenue. In fact, Partners for Sacred Places has recognized OPC as a model for shared space programming.

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

Above all, we seek inspirational preaching and spiritual leadership that reinforces our mission and speaks to our diversity. Following Christ's example of God's love in action, we possess strong lay leaders, committees, and community service programs that operate with limited pastoral or staff supervision. We seek a pastor who will respect and encourage our tradition of strong lay leadership, offering information and guidance. We hope that our new pastor will help us ground our work in Christ's teaching and help us to build new connections with the larger community and to the Presbytery. Finally, we see the role of a pastor is to understand OPC's past and assist us in discerning God's will for our future.



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

The pastor of Overbrook should possess compassion, selflessness, self-awareness, diplomacy, and inclusiveness. Our pastor should be sensitive to the range of ethnicities, political views, socioeconomic levels, racial identities, religious perspectives and sexual orientations of our congregants and visitors. Central to the pastor's calling is the capacity to connect effectively with a broad swath of persons, through preaching, personal interactions and community outreach. More specifically, the sermons of Overbrook's pastor would address both everyday issues and matters of great social import with Biblical command, intellect, and compelling and relevant anecdotes. We seek intelligent yet relatable guidance that connects with a wide, informed demographic.

Overbrook is surrounded by several houses of worship and religions. Our pastor would be able to welcome, engage, and facilitate exchanges with other churches, mosques, synagogues, and persons of varying faiths and backgrounds in our local community.

He or she would also serve as the head of a diverse church staff and communicate with respect and good humor. With an eye toward bridging our strong lay leadership and committees with our church's mission, our pastor would consult and work alongside experienced congregants and committee leaders, while responding and recognizing areas where pastoral guidance and accommodation are needed. Our ideal pastor would affirm our vision, and support and inspire our congregation to realize its ultimate goal of serving God's Kingdom in the modern world.

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

- Prepare and conduct worship on a regular basis
- Deliver thoughtful and engaging sermons that can be applied to the congregation's everyday lives
- Provide pastoral care
- 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
- Assist us in developing and increasing our outreach
- Supervise and work collegially with staff
- Moderate and work with the Session in planning the church programs
- Serve as a resource person for the Christian Education Program



- Participate in the work of the Presbytery of Philadelphia
- Meet with committees as needed or appropriate

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)

Overbrook Presbyterian Church website <http://overbrookpresb.org/>

Overbrook Presbyterian Church Facebook page

https://www.facebook.com/OverbrookPresb/?_tn_=%2Cd%2CP-R&eid=ARBCIABJo_FbONIZM-9FIIMBr3UZ3onfrzn9Few2FLVXnvZQyzZFekJ8aHOi8xVc2431uFIPynLULA2c



***LEADERSHIP COMPETENCIES**

(Select 10 leadership competencies from the list below that are required for the position.)

THEOLOGICAL/SPIRITUAL INTERPRETER	
	<p>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.</p>
	<p>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.</p>
X	<p>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.</p>
X	<p>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.</p>
	<p>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.</p>
	<p>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.</p>
COMMUNICATION	
X	<p>Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.</p>
	<p>Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.</p>



	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.
X	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.



	<p>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.</p>		<p>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.</p>
X	<p>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.</p>	X	<p>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.</p>
	<p>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.</p>		<p>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.</p>
X	<p>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.</p>		
INTERPERSONAL ENGAGEMENT			



<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>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</p>
<p>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.</p>	<p>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.</p>
<p>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.</p>	



_____ 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