



**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 \_07490\_

Ministry Name \_Eastminster Presbyterian Church\_

Mailing Address \_ 311 Haines Road\_

City \_York\_ State \_PA\_ Zip Code \_17402\_

Telephone Number \_\_(717)-755-6222\_ Fax Number \_ N/A\_

Email \_epcyorkoffice@gmail.com\_

Web site \_ http://www.eastminster-york.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**     155



Church School Attendance 30

Church School Curriculum Youth: Kids Sunday School. Adult: Wired Word, and Kerygma

Check if certified as eligible for participation in the Seminary Debt Assistance Program

**Ethnic Composition Of Congregation** *(in whole %):*

*Enter the percentage of each racial ethnic component of your congregation.*

     American Indian or Alaska Native

     Asian

     Black or African American (African Native, Caribbean)

     Hispanic Latino/Latina, Spanish

     Middle Eastern

     Native Hawaiian or Other Pacific Islander

100 White

Other                                     

Presbytery Donegal Synod Trinity

**Community Type (select one)**

     College                           Rural                      X      Suburban

     Small City                           Town                           Urban

     Village                           Recreation                           Retirement

     N/A

**Clerk of Session Contact Information:**

Name Jack Hynd

Address 3537 Cimmeron Road

City York State PA Zip Code 17402

Preferred Phone (717)-757-6307 Alternate Phone                                     

E-mail hyndj1047@comcast.net FAX



**\*Select below the position to be filled and the minimal number of years of experience required (e.g. no experience, first ordained call, up to 2 years, 2-5 years, 5-10 years, or above 10 years)**

<u>Years of Experience</u>	<u>Position Type</u>	<u>Years of Experience</u>	<u>Position Type</u>
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) \_\_\_\_\_

**\*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):

<b>Interim/Transitional Ministry Training</b> _____	<b>Interim Executive Presbyter Training</b> _____
<b>Certified Christian Educator</b> _____	<b>Certified Business Administrator</b> _____
<b>Certified Conflict Mediator</b> _____	<b>Clinical Pastoral Education Training</b> _____
<b>Other</b> _____	

**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"/> _____	<input type="checkbox"/> Other

**Statement of Faith Required**  Yes                       No

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**Mission Statement**

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

Eastminster Presbyterian Church is a faith based congregation constructed of individuals with varied backgrounds, talents, and ages, dedicated to serving God, loving the Lord Jesus Christ, and being empowered by the Holy Spirit. We are a Stephen Ministry congregation, dedicated to caring for its



members, and the extended community through mission. Eastminster is committed to nurturing the spirit, deepening the faith, challenging the mind, and opening the hearts of everyone that enters our doors.



## 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 for ministry is reflected in our core values. We value responding to God, our creator, and acknowledging the sovereign power of the creator through regular worship in a manner consistent with the tradition of the Presbyterian Church- gathering before God, listening to God's word, responding to God's grace and departing for service in our community.

We value the Bible as providing guidance to discern God's will through worship, study and prayer so that we might respond to God with praise, thanksgiving, honor, transformation and renewal.

We value the nurturing of healthy relationships, enabling us to love, encourage and support one another in our homes, church community and in our larger world community. We do this through a variety of fellowship and mission activities throughout the year.

We value music as a form of worship, enabling us to experience the power of God and connect us emotionally to the message of scripture. Music allows us to respond more fully with heart, soul and mind to God's word. We have a variety of music groups and special worship opportunities. We love music at Eastminster!

We value the beauty of our church campus given to us by God as a place to worship. We have a beautiful outdoor worship center that allows us to admire God's creation one morning service each Sunday all summer. Our Facilities Management committee is a dedicated group who appreciates fellowship and the rewards of caring for such a beautiful place inside and out to worship.

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

We are a mature congregation with a solid foundation of active participation and love of Christ.

We seek to serve Christ internally through existing programs. We are a Stephen Ministry church and have an active group of Stephen ministers. Our church has been organized into small care groups



allowing deacons to dedicate themselves to serving their group. We have a Congregational Life committee that plans activities to include all members of the congregation. As members recognize a need in the community, we respond such as with our back pack program and knitters group.

We are a smaller mid-size but mighty church, and our missions budget has more than tripled in the last 3 years. We seek to serve externally through many worthwhile activities, such as our backpack program in local schools, and our knitting group who provide warm items to those who need them. We partner with a local school and volunteer working with students in math and reading. We donate to a food bank, soup kitchen, homeless center and a local medical facility that provides free medical care in the inner city. We also have a preschool in our building and we provide scholarships for those who would have difficulty paying tuition.

Our session has recently set future goals. One will involve addressing non-attending members. The Deacons will be taking on this project. We will also take on 2 or 3 missions involving children and hunger. Another goal is to maximize our outreach within the community.

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

Eastminster Presbyterian Church (EPC) is committed to nurturing the spirit, deepening the faith, challenging the mind, and opening the hearts of everyone that enters our doors. We are grateful for the strength of our session in leading the congregation, and therefore the development of current and future leaders is very important. EPC values continuing education of our congregation through inspirational sermons, Bible studies, and book studies. Our congregation is very passionate about the local mission projects we support, especially those involving hunger and children. We would like to increase our mission efforts and welcome new and creative ideas from our pastor. EPC has a wonderful music program that we want to maintain and grow. Like many traditional churches, we have a graying congregation. As such, we are looking for a pastor who shares our vision of growing the church, by attracting families of all ages, while maintaining a nurturing environment for our current members.

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

The Head of Staff needs to be a person of faith who is an ordained Presbyterian minister with several years of experience. He or she needs to be someone that can identify a problem, assist in developing an action plan, and ensure the implementation of that plan.

- A Preacher who is able to interpret the Bible and convey its message to the congregation in a manner which is inspiring and readily understood.
- A Pastor who will minister to the members of the congregation, providing spiritual guidance while developing a life of prayer and mutual support.



- A Teacher who can wrestle with issues of faith confronting God's people and help them to understand how it applies to them.
- An Administrator who possesses the skills which will empower the church officers, encourage the church staff, assist with social media, and challenge the congregation to carry out their mission in the Body of Christ.

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

EPC requires a head of staff who can understand and work within the framework of a Session-led church. In order to achieve our goals, the pastor must recognize and nurture the responsibilities shared by the congregation and head of staff. The pastor will be responsible for leadership development and training for our Session and staff.

The pastor will also take a supportive role in the stewardship program.

EPC strives to remain a closely knit Christian family and therefore its pastor needs to lead, teach, and participate in pastoral care with, and for, members of the congregation.

EPC values education and is seeking a candidate who is capable of sharing knowledge through Bible studies, book studies, or other creative experiences for all ages of the congregation.

In keeping with our mission statement and being committed to changing lives through prayer and worship, the pastor will be responsible for preaching and worship leadership for two Sunday morning services as well as special services during other times of the year.

### 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)

Church Website: <http://www.eastminster-york.org>

Church Newsletter: <https://eastminster-york.org/february-pew-points/>





**\*LEADERSHIP COMPETENCIES**

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

<b>THEOLOGICAL/SPIRITUAL INTERPRETER</b>		
	<b>Compassionate</b> – 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 <b>Hopeful</b> – 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	<b>Preaching and Worship Leadership:</b> 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.	<b>Spiritual Maturity:</b> 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.
	<b>Lifelong Learner</b> – 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 <b>Teacher</b> – 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.
<b>COMMUNICATION</b>		
	<b>Communicator</b> - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.	<b>Bilingual</b> – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
X	<b>Public Communicator</b> - 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.	<b>Media Communicator:</b> Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
	<b>Technologically Savvy</b> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	



**ORGANIZATIONAL LEADERSHIP**

	<b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		<b>Change Agent</b> – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.
	<b>Contextualization</b> – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.		<b>Culturally Proficient</b> – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	<b>Externally Aware</b> - 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.		<b>Entrepreneurial</b> - 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.
	<b>Risk Taker</b> – 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.		<b>Task Manager</b> - 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.
	<b>Willingness to Engage Conflict:</b> 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.		<b>Decision Making:</b> 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	<b>Organizational Agility:</b> 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	<b>Strategy and Vision:</b> 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.
	<b>Financial Manager</b> – 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.		<b>Funds Developer</b> – 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	<b>Collaboration:</b> 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.		
<b>INTERPERSONAL ENGAGEMENT</b>			
X	<b>Interpersonal Engagement</b> - 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.		<b>Bridge Builder</b> – 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	<b>Motivator</b> - 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.		<b>Personal Resilience:</b> 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
	<b>Initiative:</b> 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	<b>Flexibility</b> - 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.
	<b>Self Differentiation:</b> 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 \$ 63,000                      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 Erin Cox Holmes

Address P.O Box 10054, Lancaster, PA 17605

Phone Numbers (717) 723-7765 cell, (717) 392-4035

Relation Executive Presbyter

E-mail erincoxholmes@gmail.com

Name Greg Seckman

Address 17186 Russett Farm Drive, Shrewsbury, PA 17361

Phone Numbers (717) 818-0813

Relation Past Retired Pastor of Eastminster Presbyterian Church

E-mail g.seckman@gmail.com




Name Guy Dunham  
Address 3445 Pebble Ridge Drive, York, PA 17402  
Phone Numbers (717) 542-1446  
Relation Frequent guest Minister  
E-mail gwdunham3445@gmail.com

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

Name Todd Lord  
Address 2844 Dewberry Road  
City York State PA Zip Code 17404  
Preferred Phone 717-825-1382  
Alternate Phone 717-668-8525  
E-mail Address for PNC Communications (required): epcnc2019@googlegroups.com

**ENDORSEMENTS**

Pastor Nominating Committee/  
Search Committee  Date 2/15/18

Clerk of Session  Date 2/18/2018

Presbytery \_\_\_\_\_ Date \_\_\_\_\_  
*Signature*